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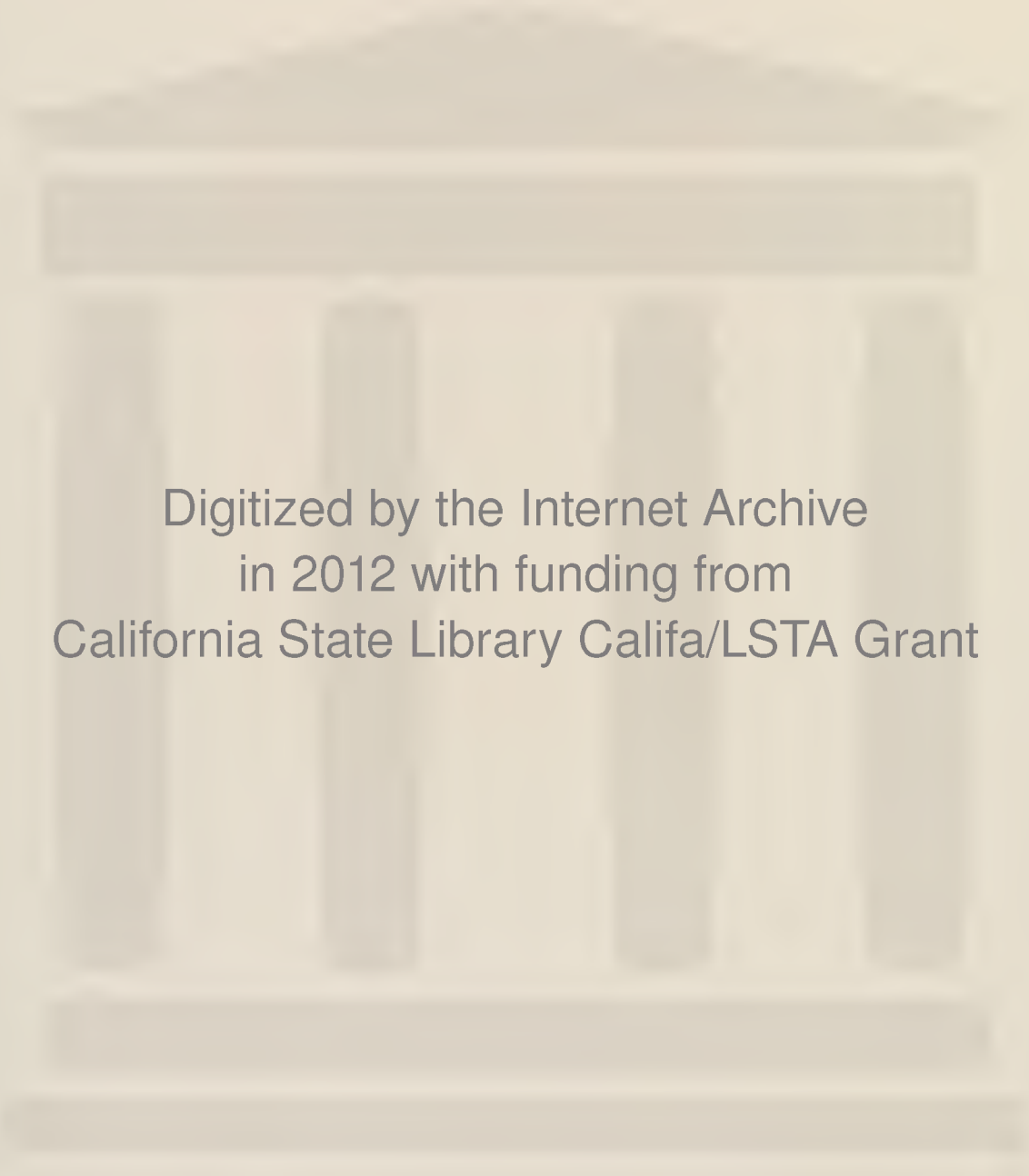
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HUMAN RIGHTS COMMISSION

January 13, 1994

The Agenda of this meeting is missing.

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, JANUARY 13, 1994.

NEXT MEETING

DATE: Special Meeting and Public Hearing
January 27, 1994

TIME: 4:30 P.M.

PLACE: San Francisco Hall of Justice
850 Bryant Street, 6th floor.
San Francisco, CA 94102

Commission Vice Chair Mary Gomez Daddio called the meeting to order at 4:47 p.m. Roll call was taken and a quorum was determined to be present.

ROLL CALL

Commissioners

Present: Mary Gomez Daddio, Vice-Chair; Lucille Abrahamson; Katheryn Fong; Sharon Gadberry; May P. Jaber; Jeanette Lazam; Calvin Y. Louie; Jim Mayo; Resa Peay-Wainwright and Earl Rynerson.

Excused: Gloria Davis

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Maria Cordero, Larry Brinkin, James Fields, Bayard Fong, Jacquie Hale, Don Hesse, Nat Mason, Veronica Ng, Gail P. Roberts, Carmen Smith, and Mary Gin Starkweather.

Guests:

Sharon Johnson, Commission on the Status of Women (COSW); Dan McGrue, ESCMT.

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APPROVAL OF MINUTES

***Moved (Mayo)\Seconded (Lazam)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of December 9, 1993 with two typographical corrections.

***Moved (Abrahamson)\Seconded (Rynerson)\Passed unanimously to adopt the minutes of the Commission on the Whole meeting of December 10, 1993 with one typographical correction.

GENERAL COMMUNICATIONS

The General Communications file was circulated and it was noted that in accordance with the Sunshine Law, there was a copy of this file available for public review.

REPORT OF THE CHAIR

***Moved (Abrahamson)\Seconded (Gadberry). The following resolutions were adopted on December 9, 1993.

RESOLUTION OF COMMENDATION TO KAREN N. KAI FOR HER SERVICE ON THE HUMAN RIGHTS COMMISSION.

WHEREAS, Karen N. Kai served as a Commissioner from November of 1988 until December of 1993, serving as Chair of the Commission in 1990 and 1993, and also as Vice Chair of the Commission, Chair of the Housing and Urban Development Committee, Co-Chair of the Ordinance Revision Committee, Chair of the Lesbian/Gay/Bisexual Advisory Committee, and both Vice Chair and Chair of the Youth and Education Committee; and

WHEREAS, under the leadership of Karen N. Kai, the MBE/WBE Program has been strengthened and supported by the Commission; and

WHEREAS, Karen N. Kai has been an active participant in the Intergroup Clearinghouse, providing leadership and guidance in the development of the Bias Free School program; and

WHEREAS, As Chair of the Lesbian\Gay\Bisexual Advisory Committee, Karen N. Kai referred to the Committee as "we" and cherished diversity; and

WHEREAS, the School District's Student Handbook was substantially rewritten into a

more constructive, positive document supportive of student rights and responsibilities, benefiting from her active involvement with School District administrators;

WHEREAS, Karen N. Kai provided guidance and support for her colleagues, the Director and staff, holding the Commission and its staff to a high standard of excellence, demanding the best they could provide; and

WHEREAS, Karen N. Kai was personally involved in and very supportive of virtually every aspect of Human Rights Commission activity; demonstrating strong leadership and personal courage in guiding the Commission through difficult times; and

THEREFORE, BE IT RESOLVED that the Human Rights Commission commends Karen N. Kai for her extraordinarily dedicated and committed service as a Commissioner of the Human Rights Commission; and

FURTHER, BE IT RESOLVED, that the Commissioners and staff of the Human Rights Commission convey their deep appreciation of, abiding gratitude to, and affection for Karen N. Kai for her leadership, wisdom, compassion, support, her humanity and her friendship; and

STILL, FURTHER, BE IT RESOLVED, that Commissioners and staff express their gratitude and thanks to her husband, Robert Rusky, and their son, Quillan Rusky, for their support of Karen Kai's work with the HRC.

RESOLUTION OF COMMENDATION TO LAWRENCE WONG FOR HIS SERVICE ON THE HUMAN RIGHTS COMMISSION.

WHEREAS, Lawrence Wong served as a Commissioner from August of 1992 until December of 1993; and

WHEREAS, Lawrence Wong was Vice Chair of the Lesbian/Gay/Bisexual Advisory Committee while a Commissioner on the Human Rights Commission; and

WHEREAS, Lawrence Wong demonstrated leadership in addressing racism in the Lesbian/Gay/Bisexual community and issues of discrimination against transgendered people; and

WHEREAS, Lawrence Wong has long been an activist on behalf of people of color, especially Asians/Pacific Islanders, and Lesbian, Gay, and Bisexual people; and

WHEREAS, Lawrence Wong actively advocated for many civil rights issues including

immigration rights and the MBE/WBE program;

THEREFORE, BE IT RESOLVED that the Human Rights Commission commends Lawrence Wong for his dedicated and committed service as a Commissioner of the Human Rights Commission; and

BE IT FURTHER RESOLVED, that the Commissioners and staff of the Human Rights Commission convey their appreciation to Lawrence Wong for his service and for his support, wishing him well in his future endeavors.

Report of the Nominating Committee

Commissioner Rynerson requested that, because he was not called, that nominations be postponed until he had the time to speak with the candidates.

**Moved (Rynerson)\Seconded (Mayo) to suspend the Rules and Regulations and postpone elections for thirty days.

ROLL CALL VOTE: Abrahamson, Nay; Daddio, Nay; Fong, Nay; Gadberry, Yes; Jaber, Nay; Lazam, Nay; Louie, Yes; Mayo, Yes; Peay-Wainwright, Nay; Rynerson, Yes. The motion was not carried.

Commissioner Jaber stated that there were two people running for each office; Commissioners Abrahamson and Gadberry for the office of Chair and Commissioners Daddio and Davis for the office of Vice Chair.

Commissioner Abrahamson and Gadberry presented their positions and their goals for the Human Rights Commission.

ROLL CALL VOTE: Daddio, Abrahamson; Abrahamson, Abrahamson; Fong, Abrahamson; Gadberry, Gadberry; Jaber, Abrahamson; Lazam, Abrahamson; Louie, Abrahamson; Mayo, Gadberry; Peay-Wainwright, Abrahamson; Rynerson, Gadberry.

Commissioner Abrahamson was elected Chair.

For the position of Vice-Chair, Commissioner Daddio did not give a speech because she believed that it would ben an unfair advantage because Commissioner Davis was unable to attend the meeting. Commissioner Abrahamson spoke on behalf of Commissioner Daddio and thanked her for stepping into the Chair's position during a very difficult time. Commissioner Mayo and Fong spoke on behalf of Commissioner Davis.

ROLL CALL VOTE: Daddio, Daddio; Abrahamson, Daddio; Fong, Davis; Gadberry,

Davis; Jaber, Daddio; Lazam, Daddio; Louie, Daddio; Mayo, Davis; Peay-Wainwright, Daddio; Rynerson, Davis.

Commissioner Daddio was elected Vice-Chair.

Commissioner Abrahamson asked Commissioners to discuss with her their intention regarding continuing to serve on or resigning from a committee. Commissioner Abrahamson named Commissioner Rynerson as Vice-Chair of the Lesbian/Gay/Bisexual Advisory Committee, and Commissioner Davis as Chair of the Youth and Education Committee.

Commissioner Abrahamson stated that there will be an HRC 30th Anniversary celebration which will include the Friends of the Human Rights Commission. Commissioner Abrahamson would also like to hear from Commissioners who would like to volunteer for the celebration.

The following resolution will be presented for a vote at the next regular Commission meeting.

RESOLUTION OPPOSING CONSOLIDATION OF HRC WITH COSW (COMMISSION ON THE STATUS OF WOMEN).

Sharon Johnson, COSW Director gave a historical report on the Commission on the Status of Women. She supported COSW as a separate entity apart the Human Rights Commission.

WHEREAS, on or before June 1, 1994, the Commission of the Status of Women (COSW) and the Human Rights Commission (HRC) shall submit recommendations, jointly or separately to the Mayor and the Board of Supervisors concerning the feasibility of consolidating the functions of the Commission on the Status of Women with the Human Rights Commission; and

WHEREAS, the Human Rights Commission works to provide leadership and advocacy to secure, protect and promote human rights for all people; and

WHEREAS, the HRC was established in 1964 by City Ordinance and became a Charter Commission in 1990; and

WHEREAS, the HRC advocates for human and civil rights; promotes and certifies Minority/Women/Local Business Enterprises in City contracting; resolves community disputes and issues involving individual or systemic illegal discrimination; investigates and mediates discrimination complaints and provides referrals as appropriate; and

provides technical assistance, information and referrals; and

WHEREAS, testimony presented to the Board of Supervisors in 1989 documented that there was a continued need for a governmental body to monitor the status of women, including the status and unique problems of women of color, homeless woman, and low-income women, both within City and County government and in the private sector, to monitor complaints about unlawful and unequal treatment of women, to investigate inequalities, and to propose remedies; and

WHEREAS, Ordinance 271-89, adopted by the Board of supervisors on July 24, 1989 and signed by the Mayor on July 28, 1989, amended the San Francisco Administrative Code to enhance the Commission on the Status of Women's powers and duties and to terminate supervision of COSW staff by the Human Rights Commission; and

NOW, THEREFORE, BE IT RESOLVED. that the Human Rights Commission, at its regular meeting of January 13, 1994, formally opposed consolidation of the Human Rights Commission with the Commission on the Status of Women; and

FURTHER, BE IT RESOLVED, that the Human Rights Commission finds that it is infeasible to consolidate the functions of the Commission on the Status of Women and the Human Rights Commission; and

STILL FURTHER, BE IT RESOLVED, that the Human Rights Commission recommends to the Mayor and the Board of Supervisors that it is valuable and necessary that the Commission on the Status of Women remain as a separate City department.

REPORT OF THE DIRECTOR

Director Lee reminded the Commissioners about a Luncheon and Breakfast were taking place on January 14 and January 17th respectively to honor Dr. Martin Luther King, Jr.

Reporting on the Budget Committee, Director Lee reported that the Supplemental Appropriation for the current fiscal year has been approved. He reported that there has been a delay in receiving the specific projections for the 94-95 general fund budget, in part due because the Mayor is awaiting the Governor's budget proposal. There has been a good deal of speculations about the Governor's proposal and its impact on the 94/95 City budget. City Hall is hoping to work under a "revenue neutral" budget which means that there will not be any budget cuts; however, there will be budget shifts from departments to departments. The HRC Staff is working with the Department of Public Health, UMB, and other departments searching for MOUs.

Answering a question from Commissioner Gadberry, Director Lee stated that he will

present a draft towards standardizing the Memorandum of Understanding (MOUs) between the HRC and City departments, at the second Commission meeting in February.

COMMITTEE REPORT

Issues Committee

Commissioner Peay-Wainwright thanked Commissioner Jaber for chairing and taking over the Committee while she was on a leave of absence. She introduced staff person Don Hesse for the report.

Mr. Hesse reported that the Task Force on Housing discrimination held a hearing on December 16, 1993 at the Horace Mann Junior High School in the mission district. He recalled that it was the first time that the Commission has held a bilingual meeting. Present were Commissioner Daddio, who chaired the Hearing, and Commissioners Lazam and Mayo as well as Director Lee. The hearing was attended by approximately 40 people. The following resolution was presented the night of the hearing by the National Youth Law Center, the Lawyers Committee for Civil Rights and the Neighborhood Legal Assistance Foundation. The resolution asks the Commission to interpret the law that the HRC presently enforces, Article 33. Article 33 of the Municipal Police Code prohibits discrimination in housing based on place of birth. The resolution requests that the Commission interpret "place of birth" to mean immigration status.

***Moved (Jaber)\Seconded (Peay-Wainwright)\Passed unanimously to approve the following resolution as amended:

RESOLUTION CLARIFYING THAT SECTION 3304 OF THE POLICE CODE PROHIBITS DISCRIMINATION IN HOUSING BASED ON AN INDIVIDUAL'S IMMIGRATION STATUS.

WHEREAS, some landlords and/or their agents have denied housing to individuals who are undocumented or whom they perceive to be undocumented; and

WHEREAS, some landlords and/or their agents have threatened tenants who are in fact undocumented or whom they perceive to be undocumented with reporting them to the Immigration and Naturalization Service (INS) in an effort to intimidate them and prevent them from asserting the tenant rights that they have under federal, state, and/or local laws; and

WHEREAS, some landlords and/or their agents have threatened tenants who are in fact

undocumented or whom they perceive to be undocumented with reporting them to the INS in an effort to circumvent the San Francisco Rent Stabilization Arbitration Ordinance and state law regarding the eviction process that must be followed by a landlord in order to evict a tenant; and

WHEREAS, some landlords and/or their agents have requested or demanded that applicants for housing rentals and/or current tenants provide them with documents showing their immigration status;

WHEREAS, some landlords and/or their agents have refused to make repairs or comply with other housing obligations under state, local, or federal laws because of the actual or perceived immigration status of a tenant; and

WHEREAS, some landlords perceive and conclude that a tenant or applicant for housing is undocumented based on, among other characteristics, her/his appearance, national origin, place of birth, or inability to speak English fluently or at all; and

WHEREAS, there are numerous reports that tenants are reluctant to report such actions for fear of retaliation by landlords or the INS, which indicates that the extent of the problem is even greater; and

WHEREAS, Section 3304 of the San Francisco Police Code prohibits discriminatory conduct in housing that is wholly or partially based on, among other things, ancestry and on place of birth and Section 3304 mandates the Human Rights Commission to enforce said section; therefore

BE IT RESOLVED, That the Human Rights Commission hereby clarifies that the prohibition of discriminatory conduct in housing that is wholly or partially based on ancestry and place of birth as provided for in Section 3304 of the San Francisco Police Code also prohibits any and all conduct by any person(s) that is wholly or partially based on the immigration status or the perceived immigration status of an individual who is seeking housing, or who is a current tenant; and

BE IT FURTHER RESOLVED, That the Human Rights Commission hereby clarifies that it is unlawful under Section 3304 of the Police Code to do any of the following acts wholly or partially based on the immigration status or perceived immigration status of a person;

- To deny housing to any person applying for housing because of their actual or perceived immigration status;

- To refuse to make needed repairs, and/or refuse to comply with any other housing obligation under state, local or federal law because of the actual or perceived immigration status of a person who is seeking housing or who is an actual tenants;

- To threaten a tenant with reporting her/him to the INS to force her/him to vacate a unit in an effort to circumvent the applicable eviction procedures pursuant to, as applicable, the Rent Stabilization and Arbitration Ordinance, state law, and or federal law;

- To request that a person seeking housing, or a current tenant, provide a landlord and/or her/his agent with documentation of the immigration status of that person or tenant, or of any household member of that person or tenant as a condition of tenancy;

- To threaten a tenant with reporting that tenant to INS in an effort to prevent a tenant from asserting any right the tenant may have under the law or to retaliate against a tenant for her/his exercise of any right under the law; and

BE IT FURTHER RESOLVED, that the Human Rights Commission shall vigorously investigate all complaints of discrimination in housing based on the immigration status or perceived immigration status of a person, and shall pursue any meritorious complaint of violation of Section 3304 of the Police Code as clarified by this Resolution through any administrative process set up by the Human Rights Commission to prosecute housing discrimination complaints and/or shall refer any such complaints to the City Attorney and/or the District Attorney for appropriate criminal prosection or civil action.

BE IT FURTHER RESOLVED, that the Human Rights Commission staff shall continue to monitor and track prosecution of all complaints of discrimination based on the immigration status or perceived immigration status of a person that are referred to any other agency or entity and shall periodically report to the public and the Commission regarding the status of these cases.

Commissioner Jaber reminded the Commissioners that the meeting of January 27, 1994 will be a public hearing at the Hall of Justice. She reminded the Commissioners that the purpose of the hearing is to gather information regarding the incarceration rate of minorities in the Jails. She thanked Commissioner Davis for her aid and expertise in the criminal justice system.

Director Lee stated that part of the approach toward the hearing is to provide Commissioners with as much information as possible. The City Attorney has approved,

and the Sheriff's office is providing a tour to inspect the San Bruno Jail. Sheriff Hennessey is providing transportation leaving at 1:00 p.m., from the steps of City Hall, Polk Street side on Monday, January 24, 1994.

***Moved (Jaber)\Seconded (Mayo)\Passed unanimously to adopt the report of the Issues Committee.

Employment Committee

Commissioner Gadberry introduced staff members Gary Wong and Carmen Smith. Mr. Wong and Ms. Smith reported on the Mayor's Office of Community Development and Mayor's Office of Housing quarterly report from April 1993 through September 1993. Mr. Wong stated that, of 35 contracts issued by MOCD/MOH Dept., 34 were construction projects, while one was for architects and engineers. Sixteen of these contracts were awarded to certified minority contractors. Asians firms received 42% of the contracts, certified Black firms received .9% and Latino firms received 3%; however, Women firms received zero. Because of the low participation rate of Black, Latino and Women-owned firms, Mr. Wong and Ms. Smith conducted outreach workshops for these particular groups. The next report will show that the outreach workshops have benefitted these groups.

Ms. Smith reported that on contracts of $50,000 and over, the HRC has been successful in monitor these projects. There are presently four current projects: 525 O'Farrell Street, a seismic upgrade on a Tenderloin Hotel; 44 McAllister Street, Civic Center Apartments; 201 8th Street, a renovation of apartments; and Pine and Larkin project, a new apartment project. The HRC works in conjunction with community agencies to implement affirmative action and employment goals for these projects.

Commissioner Abrahamson thanked Mr. Wong and Ms. Smith for their report.

Commissioner Gadberry introduced Mr. James Fields to report on the proposed revisions to Human Rights Commission Attachment 2; Architecture and Engineering Consulting Contracts, (for contracts $10,000 and over Section 3.03, AFFIRMATIVE ACTION PROVISIONS; Item B. Employment Goals for Minorities and Women, ARTICLE 5a, Chapter 12B).

Mr. Fields stated that only the revision to the requirements for affirmative action for trainees were included at this time. Mr. Fields explained that the revisions will use the services of ESCMT (Bay Area Engineering Societies Committee for Manpower Training, Inc.) through the PIC (Public Industry Council) to gather minority and disadvantaged engineers for contracts. Answering a question from Commissioners Daddio and Lazam, Mr. Fields explained that ESCMT is the source of trainees employment but there are a

lot of community organizations that are used to identify minority engineers. After discussion the Jewish Vocational Services (JVS) agency was added.

***Moved (Gadberry)\Seconded (Mayo)\ Passed unanimously to adopt the changes as the HRC Attachment 2.

WBE/MBE/LBE Advisory Committee

Commissioner Fong presented the first edition of the newly-formed truckers Co-op newsletter to the Commissioners. She presented the MBE/WBE/LBE minutes of the last meeting. There are three vacancies on the Committee. A press release was sent to advertise the positions with good press coverage. A subcommittee will meet to interview candidates. There are new committee rules: if a member misses three consecutive meetings, or four meetings in a twelve month period, the member is dropped from the Committee. The 1992-93 MBE/WBE Progress Report is scheduled for consideration at the Committee's February 17, 1994 meeting.

***Moved (Fong)\Seconded (Lazam)\ Passed unanimously to adopt the report of the MBE/WBE Advisory Committee.

Director Lee stated that there will be a reception at the HRC Offices for the American Indian Business Development Task Force on Wednesday, February 23, 1993, from 5:30 to 8:30 p.m. The HRC-sponsored reception is to promote American Indian businesses.

Lesbian/Gay/Bisexual Advisory Committee

There was no committee report from the Lesbian/Gay/Bisexual Advisory Committee.

Youth and Education Committee

Commissioner Abrahamson reported that the Youth and Education Committee met on Thursday, December 16, 1993. Mr. Anthony Lincoln, Director of the Mayor's Office of Children, Youth and Their Families, reported on the operation of his office, the background of Proposition J, and allocations under the Children's Fund. Louise C. Jones, Principal of George Washington Carver Elementary School, was presented with the Certificate of Commendation approved by the full Commission. The Youth and Education Committee continues to focus on the crucial importance of coordinating services because of the impact of their total environment on young people. The Commission can play a key role in this issue because we have credibility and we are not seen as having "turf" to protect or a dynasty to build. The Balanced Media Task Force, established by the Committee to identify and promote balanced media coverage of youth and educational issues, held its latest meeting December 15th. It will meet again in

February. The survey of student views of the portrayal of young people by the media, to be conducted at International Studies Academy, is being developed. The presentation by Mei Lam, Program Administrator of the SFUSD's School Health Program Department, was postponed until the January meeting due to the ill health of Ms. Lam. The Youth and Education Committee next meeting is scheduled for Thursday, January 20, 1994 at the HRC offices.

***Moved (Mayo)\Seconded (Daddio)\Passed unanimously to request the San Francisco Independent for a "Youth Voices" column,and adopt the report of the Youth and Education Committee.

CALENDAR MATTERS

EMPLOYMENT	Thursday, February 15, 1994 2:00 p.m.
ISSUES	Thursday, February 3, 1994 5:30 p.m.
LESBIAN/GAY/BISEXUAL ADVISORY	Tuesday, February 15, 1994 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, February 17, 1994 5:30 p.m.
YOUTH AND EDUCATION	Thursday, February 17, 1994 3:30 p.m.

ADJOURNMENT

Commissioner Abrahamson asked for a moment of silence and adjourned the meeting in memory of Jerry Davis, former staff member who died of AIDS on Sunday, January 9, 1994.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

SPECIAL MEETING AND PUBLIC HEARING

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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. PUBLIC HEARING

   Testimony regarding incarceration rate, alternatives to incarceration, rate of incarceration of African Americans and other people of color.

3. VISITORS*

4. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, FEBRUARY 10, 1994

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HUMAN RIGHTS COMMISSION

January 27, 1994

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Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, FEBRUARY 10, 1994
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Lucille Abrahamson
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Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of January 13, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) "Protocal Standards" Discussion for Commissioners.

5. REPORT OF THE DIRECTOR

   (a) Resolution opposing consolidation of HRC with COSW (Commission on the Status of Women).

6. COMMITTEE REPORTS

   (a) Youth and Education Committee
   Commissioner Gloria R. Davis, Vice Chair
   Gail P. Roberts, Committee Staff

   (1) Committee report.

   NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, February 17, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

   (b) Lesbian/Gay/Bisexual Advisory Committee
   Commissioner Jeanette Lazam, Chair
   Commissioner Earl Rynerson, Vice Chair
   Larry Brinkin, Committee Staff

   (1) Committee Report.

   NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, February 15, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Katheryn M. Fong, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, February 17, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Issues Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner May P. Jaber, Vice Chair
Don Hesse, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Thursday, March 3, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner James Mayo, Vice Chair
Frank Anderson, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 3, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

(a) "Protocal Standards" Discussion for Commissioners.

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, FEBRUARY 24, 1994

HUMAN RIGHTS COMMISSION

February 10, 1994

The Minutes of this meeting are missing.

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Edwin M. Lee
Director

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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, FEBRUARY 24, 1994
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of February 10, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   - March 13, 1994 "Retreat".
     food - donations.

5. REPORT OF THE DIRECTOR

   (a) Proposed language for Memorandums of Understanding (MOUs)

   (b) American Indian Business Development Reception.

   (c) Certificate of Commendation for Scott Emblidge.

   (d) Budget 94-95 Update

   (e) 30Th Anniversary Event Planning

   (f) Resolution Opposing Consolidation of HRC with COSW (Commission on the Status of Women.

6. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Sharon Gadberry, Chair
   Commissioner Katheryn M. Fong, Chair
   Frank Anderson, Committee Staff

   (1) Committee report.

   (2) S.F. Fire Dept. Recruitment and Retention Plan/Drive 1994.

(3) City's Sexual Harassment Ordinance Annual Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, March 3, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Lesbian/Gay/Bisexual Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Earl Rynerson, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval to change the name of the Committee to Lesbian/Gay/Bisexual/Transgender Advisory Committee.

(3) Approval for public hearing on Transgender issues at 5/12/94 Commission meeting.

(4) Approval for letter to Mayor Jordan re: commission appointments.

NOTE: *The next meeting of the Lesbian/Gay/Bisexual Advisory Committee will be held on Tuesday, March 15, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eight Floor Conference Room, San Francisco, CA 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

(2) Approval of MBE/WBE/LBE FY 92-93 Progress Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, March 17, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner James Mayo, Vice Chair

Gail P. Roberts, Committee Staff

(1) Committee report.

(2) Adoption of Committee Policy Statement.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, March 17, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Wednesday, March 2, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) 03/13/94 Committee of the Whole meeting.

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, MARCH 10, 1994

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HUMAN RIGHTS COMMISSION

February 24, 1994

The Minutes of this meeting are missing.

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HUMAN RIGHTS COMMISSION

March 10, 1994

The Agenda and Minutes of this meeting are missing.

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

SPECIAL MEETING

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

SUNDAY, MARCH 13, 1994
12:00 NOON - 3:00 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

☞ *American Sign Language interpreters and an FM Amplification System provided upon request with 72 hour advance notice.*
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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. PUBLIC COMMENT

At this time, members of the public may address the Commission on items of interest to the public that are within the subject matter jurisdiction of the Commission except agenda items. With respect to agenda items, your opportunity to address the Commission will be afforded when the items is reached in the meeting with one exception. When the agenda item has already been reviewed at a committee meeting at which members of the public were allowed to testify and the Commission has closed the public hearing, your opportunity to address the Commission must be exercised during the Public Comment portion of the calendar. Each member of the public may address the Commission for up to three minutes. **If it is demonstrated that comments by the public will exceed 15 minutes, the Chairperson may continue public comment to another time during the meeting.**

3. SPECIAL AGENDA

I. Internal Structure of Commission - Discussion

- A. Executive Committee
- B. Process for Setting Agenda Priorities
- C. Secretary to Commission
- D. Adequate Preparatory Time for Action Items - Briefings
- E. Commission Rules/Regulations Changes

II. Present Committee Structure - Discussion

- A. Committee Member Selection Processes
- B. Process for Setting Agenda Priorities of Committees
- C. Committee Goals - Discussion

III. Commission Interaction With Press/Other Public Officials - Discussion

A. Need for Spokesperson
B. Training on Press Issues
C. Protocol Views

IV. Structure of Communications with Director - Discussion

A. Notification of actions/issues involving Commission
B. Policy Matters/Administrative Matters
C. Complaint Procedures

4. ADJOURNMENT

NEXT REGULAR MEETING: THURSDAY, MARCH 24, 1994

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San Francisco, CA 94102

HUMAN RIGHTS COMMISSION

March 13, 1994

The Minutes of this meeting are missing.

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Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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MAR 22 1994
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REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, MARCH 24, 1994
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. EXECUTIVE SESSION

   NOTE: The closed session is called to confer regarding pending litigation concerning the Commission, pursuant to Government Code 54956.9.

3. APPROVAL OF MINUTES

   (a) Regular meeting of March 10, 1994.

4. GENERAL COMMUNICATIONS

5. REPORT OF THE CHAIR

   (a) Report on March 13, 1994 Commission Retreat.

   (b) April 12, 1994 budget meeting with the Mayor from 4:15 PM - 5:00 PM.

6. REPORT OF THE DIRECTOR

   (a) Adoption of a Resolution recommending for the Continuation of the Human Rights Commission and the Commission on the Status of Women as Separate Departments and Against Amy Consolidation of the Human Rights Commission and the Commission on the Status of Women.

7. COMMITTEE REPORTS

   (a) MBE/WBE/LBE Advisory Committee
   Commissioner Resa Peay-Wainwright, Chair
   Commissioner Mary Gomez Daddio, Vice Chair
   Jacquie Hale, Committee Staff

   (1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, April 21, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner James Haskell Mayo, II, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, April 21, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Earl Rynerson, Vice Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, April 19, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner Katheryn Fong, Vice Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, April 7, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(e) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Wednesday, April 6, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. CALENDAR MATTERS

(a) Executive Committee meeting Thursday, April 7, 1994, at 4:00 PM.

11. VISITORS*

12. ADJOURNMENT
In memory of Simeon White.

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, APRIL 14, 1994

HUMAN RIGHTS COMMISSION

March 24, 1994

The Minutes of this meeting are missing.

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Human Rights Commission

Office of Minority/Women Business Enterprise
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Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, APRIL 14, 1994
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of March 24, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Report on April 12, 1994 Budget Meeting with the Mayor.

   (b) Report on April 7, 1994 meeting of the Executive Committee.

5. REPORT OF THE DIRECTOR

   (a) Adoption of Certificate of Commendation for HRC's support staff on the occasion of the April 27, 1994 Professional Secretaries Day.

   (b) Report on the Charter Reform Committee.

   (c) Resolution: John Freeman

   (d) 30th Anniversary Update

   (e) American Indian Business Development Task Force Reception Update.

6. COMMITTEE REPORTS

   (a) Youth and Education Committee
   Commissioner Gloria R. Davis, Chair
   Commissioner James Haskell Mayo, II, Vice Chair
   Gail P. Roberts, Committee Staff

   (1) Approval of letter to the San Francisco Board of Education addressing mis-communication issues and offering insight on consensus building and ways of addressing logistical issues.

(2) Approval of letter to Deputy Superintendent of Schools Linda Davis, with copies to civil rights organizations, advising of the circulation of hate materials such as the National Alliance publication New World Order comix 'THE SAGA OF WHITE WILL!!".

(3) Adoption of Certificate of Commendation for John Wilson on the occasion of his resignation from the Youth and Education Committee.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, April 21, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Employment Committee

Commissioner Sharon Gadberry, Chair
Commissioner Katheryn Fong, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

(2) Adoption of new employment goals for construction program.

(3) Discussion of Local Residency Hiring Policy Issues.

(4) Support of AB3046 and AB3374.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 5, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) Issues Committee

Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Wednesday, May 4, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Earl Rynerson, Vice Chair
Larry Brinkin, Committee Staff

(1) Report on April 9, 1994 Committee Retreat.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, April 19, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, April 21, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) Executive Committee meeting Thursday, May 5, 1994, at 4:00 PM.

(b) May 12, 1994 Commission Public Hearing on Transgender Issues.

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, APRIL 28, 1994

HUMAN RIGHTS COMMISSION

April 14, 1994

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Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, APRIL 28, 1994
4:30 P.M.

25 VAN NESS AVENUE
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SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of April 14, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

   (a) Presentation on Intergroup Clearing House: Jill Tregor, Executive Director.

   (b) Endorsement of South Africa Election Celebration Committee.

   (b) 30th Anniversary Update.

   (c) May 9, 1994 American Indian Business Development Task Force Reception.

6. COMMITTEE REPORTS

   (a) Youth and Education Committee
   Commissioner Gloria R. Davis, Chair
   Commissioner James Haskell Mayo, II, Vice Chair
   Gail P. Roberts, Committee Staff

   (1) Approval of letter to the San Francisco Superintendent of Schools Waldemar Rojas addressing communication issues and offering insight on consensus building and ways of addressing logistical issues.

   (2) Approval of letter to Deputy Superintendent of Schools Linda Davis, with copies to civil rights organizations, advising of the circulation of hate materials such as the National Alliance publication New World Order comix "THE SAGA OF WHITE WILL!!".

(3) Adoption of Certificate of Commendation for John Wilson on the occasion of his resignation from the Youth and Education Committee.

(4) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, May 19, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, May 19, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Earl Rynerson, Vice Chair
Larry Brinkin, Committee Staff

(1) Planning for May 12, 1994 Public Hearing on Transgender issues.

(2) Endorsement of African American Gay and Lesbian Studies Center, Inc. Program.

(3) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, May 17, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) Recommendation the City support passage of AB 2521 (Napolitano) which increases penalties for certain hate crimes and expands their coverage.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, May 24, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner Katheryn Fong, Vice Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, May 5, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) May 12, 1994 Public Hearing on Transgender issues.

(b) May 5, 1994 Executive Committee meeting.

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

PUBLIC HEARING: THURSDAY, MAY 12, 1994

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HUMAN RIGHTS COMMISSION

April 28, 1994

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PUBLIC HEARING

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CITY AND COUNTY OF SAN FRANCISCO
HUMAN RIGHTS COMMISSION

INVESTIGATION INTO DISCRIMINATION AGAINST THE TRANSGENDER COMMUNITY

Public Testimony will be heard:

Date: Thursday, May 12, 1994
Time: 4:30 - 8:30 p.m.
Place: Board of Supervisors Chambers
San Francisco City Hall, 2nd Floor

Agenda:

- **Overview: Definitions, Legislation, and History**
- **Discrimination: Employment, Housing, Services, and Business Practices**
- **Policies and Practices of City Departments**
- **How Agencies and Organizations Serve the Transgender Community**
- **Transgender Communities of Color**
- **Youth and Family Members**
- **Testimony from the General Public** (sign up at the hearing)

For further information, please contact Larry Brinkin or Cynthia Goldstein at (415)252-2500.

American Sign Language interpreters and an FM Amplification System will be provided at the hearing. Assistive listening devices are available for use with 72 hours advance request. The Chamber is wheelchair accessible. The closest accessible BART station is Civic Center, 2 1/2 blocks from City Hall. Accessible MUNI line serving this location is the #42 Downtown Loop as well as the METRO stations at Van Ness and Market and at Civic Center. For more information about MUNI accessible services, call 923-6142. There is accessible parking in the vicinity of City Hall adjacent to Davies Hall and the War Memorial Complex. In order to assist the City's efforts to accommodate chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Gail P. Roberts at (415) 252-2508 (voice) or (415) 252-2550 (TDD).

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

NEWS RELEASE

April 26, 1994
FOR IMMEDIATE RELEASE
For more information contact:
Larry Brinkin or Cynthia Goldstein 415-252-2500

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HUMAN RIGHTS COMMISSION ANNOUNCES PUBLIC HEARING ON DISCRIMINATION FACED BY THE TRANSGENDER COMMUNITY

The Human Rights Commission recently voted unanimously to hold a landmark public hearing regarding the discrimination faced by the Transgender community in San Francisco. The hearing will take place on Thursday May 12, 1994, in the Board of Supervisors' Chambers in City Hall, San Francisco, from 4:30 p.m. to 8:30 p.m.

This hearing is a direct result of the Transgender community approaching the Human Rights Commission with their concerns about the violence and discrimination that they face. While civil servants were granted protection against employment discrimination on the basis of gender identity through the recent passage of Proposition L, currently there is no legislation that protects individuals in the private sector on this basis. This results in rampant discrimination against Transgendered individuals. In employment, individuals are denied employment or are discriminated against when they are discovered as transgender or begin gender reassignment. They may be subject to harassment, demotions, or even termination. In housing, many landlords refuse to rent to

transgendered individuals, or terminate their lease when they are discovered. They also allege discrimination in public accommodations, including unfair treatment by City departments, social and medical service providers, and homeless shelters. Transgendered individuals also are subjected to violence, including verbal attacks, physical assaults, and rape, which often go unaddressed by local police services.

After hearing the experiences of the Transgender community over the last year, the Commission, through its Lesbian Gay Bisexual Transgender Advisory Committee (LGBTAC) began to look at ways of addressing these concerns through the formation of the Transgender Task Force, chaired by Ms. Kiki Whitlock, the first Transgender member on the Advisory Committee. Ms. Whitlock states, "As a Transgender Advocate, I am proud that the Commission is addressing transgender discrimination with the seriousness it deserves. I see the public hearing as a first step in the City and County of San Francisco protecting the civil rights of the Transgender community."

At the public hearing experts will discuss other jurisdictions that have legislation that protects the Transgender community, and how it has been implemented. Transgendered survivors of discrimination in employment, housing, social services and medical services will speak on their experience. Transgendered individuals will also speak on their experiences with City agencies such as the Department of Social Services, Police Department, and Sheriffs Department. The hearing will also allow these city departments to discuss their policies and experience in working with the

Transgender community, as well as providing recommendations in terms of policies and services. Agencies providing services to the Transgender community will address the present state of services to the community and the continued need for services.

According to Lucille Abrahamson, Chair of the Human Rights Commission, "This hearing will allow us to give a voice to a segment of the San Francisco community that historically has not been heard, and to expand human rights protections for all San Franciscans."

The hearing will also focus on recommendations for solutions to the problems presented. Recommendations might include asking the Board of Supervisors to pass protective legislation and having City departments adopt policies on serving the Transgender community.

Following the hearing, the Commission will prepare a report, which will consolidate the testimony and produce recommendations for solutions to the difficulties faced by Transgendered individuals.

####

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

SPECIAL MEETING AND PUBLIC HEARING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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THURSDAY, MAY 12, 1994
4:30 P.M.

BOARD OF SUPERVISORS' CHAMBERS
CITY HALL, SECOND FLOOR
SAN FRANCISCO, CALIFORNIA 94102

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Accessible MUNI Metro station in the Van Ness Station.
Accessible MUNI lines are the 6, 7, 42, 47, 49 and 71 lines.
Accessible seating for persons with disabilities.
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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Mayo
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

(415)252-2500 • 25 Van Ness Avenue, Ste. 800, San Francisco, CA 94102-6033 • FAX (415)431-5764 • TDD (415)252-2550

ORDER OF BUSINESS

1. ROLL CALL

2. PUBLIC HEARING

   Testimony regarding Transgender issues.

3. VISITORS*

4. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT REGULAR MEETING: THURSDAY, MAY 26, 1994

HUMAN RIGHTS COMMISSION

May 12, 1994

The Minutes of this meeting are missing.

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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MAY 24 1994
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THURSDAY, MAY 26, 1994
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

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Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of April 28, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Report on allegations of homophobic and racist remarks by KFRC Radio Personalities.

   (b) Adoption of 1994 Guidelines for Standing Committees.

   (c) Report of 05/05/94 Executive Committee meeting.

5. REPORT OF THE DIRECTOR

6. COMMITTEE REPORTS

   (b) MBE/WBE/LBE Advisory Committee
   Commissioner Resa Peay-Wainwright, Chair
   Commissioner Mary Gomez Daddio, Vice Chair
   Jacquie Hale, Committee Staff

   (1) Presentation on the Greenlining Coalition: Robert Gnaizda.

   (2) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, June 16, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Earl Rynerson, Vice Chair
Larry Brinkin, Committee Staff

(1) May 12, 1994 Public Hearing on Transgender issues.

(2) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday. July 19, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner Katheryn Fong, Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.
(2) Local Residency Hiring Policy - Update.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, June 2, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(d) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, June 28, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(e) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner James Haskell Mayo, II, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, June 16, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

(a) June 3, 1994 meeting of the Executive Committee.

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JUNE 9, 1994

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TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, MAY 26, 1994.

NEXT MEETING

DATE: June 9, 1994

TIME: 4:30 - 8:30 P.M.

PLACE: 25 Van Ness Avenue, 8th Floor
San Francisco, CA 94102
Conference Room

Commission Vice-Chair Mary Gomez Daddio called the meeting to order at 4:35 p.m.

ROLL CALL

Commissioners

Present: Mary Gomez Daddio, Vice-Chair; Gloria Davis; Katheryn Fong; Sharon Gadberry; May P. Jaber; Calvin Y. Louie; Jim Mayo; and Earl Rynerson.

Excused: Lucille Abrahamson; Jeanette Lazam; and Resa Peay-Wainwright.

HRC Staff

Present: Edwin M. Lee, Director; Larry Brinkin, Dominic Campodonico (Intern), Maria Cordero, Kimberly DaSilva (Intern); Bayard Fong; Cynthia Goldstein, Don Hesse, Nat Mason, and Kevin Williams. .

Guests:

APPROVAL OF MINUTES

***Moved (Gadberry)\Seconded (Mayo)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of April 28, 1994.

GENERAL COMMUNICATIONS

The General Communications file was circulated and it was noted that in accordance with the Sunshine Law, there was a copy of this file available for public review.

REPORT OF THE CHAIR

Commissioner Daddio requested an update on the KFRC issue. Commissioner Rynerson reported that Commissioner Louie, Director Lee and himself met with KFRC's General Manager David Bramnick, his assistant Katherine Van Deusen, and John Hayes, CEO of Alliance Broadcasting, KFRC's owner. The meeting was very positive and they agreed to publicly apologize to the Chinese and Lesbian Community for their comments. KFRC will also hold meetings with the Chinese and Lesbian communities to learn about sensitivity issues involving these communities.

1994 Guidelines for Standing Committees.

Commissioner Rynerson thanked Larry Brinkin for finding the 1990 guidelines. He felt that committees can operate more efficiently.

***Moved (Fong)\Seconded (Mayo)\Passed unanimously to adopt the 1994 Guidelines for Standing Committees.

Report of 5/5/94 Executive Committee meeting.

Commissioner Daddio reported that the HRC has developed an Executive Committee which meets on the first Thursday of every month. An issue being discussed is the *Speaker Rules at Meetings*. The speaker rules will be further discussed at the next meeting scheduled for June 2, 1994.

Commissioner Daddio commended the staff for the 30th Anniversary fund raiser event.

COMMITTEE REPORTS

(a) MBE/WBE/LBE Community Advisory Committee

Commissioner Mary Gomez Daddio introduced Mr. Robert Gnaizda from the Greenlining Coalition.

Mr. Robert Gnaizda thanked the Commissioners. He stated that he has a good working relationship with Commissioner Gloria Davis, who is the Acting Executive Director of Public Advocates, and with Director Ed Lee. He stated that the Grenlining Coalition had worked closely with Kevin Williams who assisted in securing almost $1.2 billion in contracts for minority and women owned businesses from the PUC last year.

He commended the HRC for taking its role in broader terms.

Mr. Gnaizda reported that the Greenlining Coalition was formed 15 years ago. It is the strongest multi-ethnic coalition in the Western United States. Its members include the Black Business Association, California Black Chambers of Commerce, Hispanic Chambers of Commerce, Asian Business Association, Filipino-American Political Association, Chinese for Affirmative Action, Southeast Refugee Settlement Center, The New Bayview Committee, Mexican-American Political Association, League of United Latin American Citizens (LULAC), Latino Issues Forum, and many more.

He stated that Ed Lee attended a meeting with the CEOs of major local banks and has already made an important contribution. Mr. Gnaizda stated that the coalition has very little power and even less resources. Their main action is "leverage and action" through advertising and lawsuits.

Their actions to eliminate discrimination and redlining have generally involved the utilities companies, the insurance industry, the banks, and the savings and loans industry. They have been successful stopping utilities rate increase, and have been successful in determining discrimination when a bank seeks a merger. At one bank, they were able to secure 25% of their loan businesses to be awarded to minority businesses, to seek out minorities for four out of their eight board member positions, and to set up a minority advisory board.

They were not successful with the lawsuit against the Fire Department for hiring discrimination. The Fire Department's CEO was not involved. In contrast, when the CEO of a bank became involved, they were able to secure over $19 billion in low income and small business lending.

In the insurance industry, they developed anti-redlining regulations, sponsored by Commissioner Garamendi. An agreement has also been reached with AT&T with the help of their CEO. They are trying to reach the same agreement with Pac Bell and MCI. The Coalition estimates that less than 1/2 of 1% of the dollar value of business loans are made to African American businesses; less than 1% to Latino owned businesses. Neither the Bank of America nor Wells Fargo has reputed these statistics. Another bank, after five years of trying, has only 0.2% to African American and 1% to Latino owned businesses.

Commissioner Louie commended Mr. Gnaizda for his work with the Greenlining Coalition and stated that he had the chance to speak at the PG&E shareholders meeting. Their 16 member board of directors do not reflect the diversity of San Francisco or California. Commissioner Louie mentioned this fact and their officials agreed. Mr. Gnaizda stated that large corporations usually listen more when the Public Utilities

Commission gets involved.

Answering a question from Commissioner Rynerson, Mr. Gnaizda stated that the Commission might consider holding a hearing inviting the Bank's CEOs. Mr. Gnaizda asked the Commission to discuss the FCC as part of their licensing requirements to include the hiring of minorities on the board of directors and their top management level positions. These items will be discussed at the next MBE/WBE/LBE Community Advisory Committee meeting.

Base Closures

Commissioner Daddio reported that the local base closures are being actively discussed at the MBE/WBE Advisory Committee. Director Lee stated that the U.S. Navy is awarding contracts without the knowledge of the community or the hiring of local firms at the Bay View Hunter's Point Naval Shipyard. Commissioner Daddio explained that two major contracts have already been awarded without the knowledge of the community. Another issue to be discussed, Director Lee stated, is that minority firms do not have the knowledge of how to bid with the federal government. Most minority firms must be "8A" certified, which is a very difficult process, much more involved than the HRC's process. The HRC is trying to establish an agreement with the Navy so that they may use HRC certified vendors.

Answering a question from Commissioner Mayo, Director Lee stated that he is meeting with Congresswoman Nancy Pelosi's office, as she is a member of the Appropriations Committee and the Base Closures Committee, to ensure that an agreement is made and an MOU signed for such a program, as well as assuring minority contract participation.

Commissioner Daddio stated that the Committee is looking at a long range relationship, because the Bay View Hunter's Point Naval Shipyard, the Presidio, and Treasure Island are also scheduled for renovation or closure.

Commissioner Rynerson stated that he had applied to be a member of a committee for Treasure Island restoration to remove toxic waste; if he is accepted, he will make every effort to insure that certified minority firms are hired for toxic waste removal.

Answering a question from Commissioner Fong, Director Lee stated that the Bayview Police station is out to bid. It continues to be a 51% set aside contract for African American owned businesses. Bids are due June 19, 1994. The Bonding assistance Program is in the process of scheduling its first training and application procedures. The Bayview Police Station will be the first contract targeted under the Bonding Assistance Program. Staff has also started identifying contracts which can be set aside in the long

term.

Regarding The Unreinforced Masonry Building Program (UMB), the HRC is looking to sign a Memorandum of Understanding (MOU) with the Chief Executive Office (CAO) to be in charge the employment and contract monitoring. The MOU will not be in force until the fall of 1994; however, the monies have been allocated by the Mayor's Office. The UMB program has just began to hire its staff for the loan application process. The program is scheduled to be implemented in the fall or winter of 1994.

***Moved (Daddio)\Seconded (Mayo)\Passed unanimously to accept the report of the MBE/WBE/LBE Community Advisory Committee.

(b) Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Rynerson stated that he was impressed with the Public Hearing on Transgender Discrimination. He commended Commissioner Lazam, Larry Brinkin, and Shelley Elvira Salieri along with the Transgender Task Force for a well run meeting. He was also impressed with the number of City departments that were represented.

Staff member Cynthia Goldstein stated that since the Public Hearing, there has been local and national media coverage local and nationally. ABC News Primetime Live may be covering the hearing on SFPD Officer Stephen Thorne on their broadcast; Harper's Magazine is also doing a story on the hearing. A report will be prepared on the hearing which will be brought to the Commission for approval at a later date. Supervisor Hallinan is also involved in spearheading a hearing at the Board of Supervisors level and introducing protective legislation.

Shelley Elvira Salieri thanked the Commission for holding a hearing and allowing her to participate in it. She stated that the City attorney's office will hold a meeting to go through the proposed legislation and that Cynthia Goldstein, and Kiki Whitlock will participate.

Ms. Goldstein reported that the Anti-Racism Task Force of the LGBTAC is working on a media access training targeted for July 16, 1994. This training is targeted for people of color community groups that works with lesbian, gay, bisexual and transgender individuals. The Committee also continues to discuss tensions that have arisen at the Committee. Also they are discussing the Commission's upcoming 30th Anniversary celebration. Commissioner Lazam will be sending a letter to the planning committee suggesting events or programs of interest to the lesbian, gay, bisexual and transgender communities. She also announced that Kim DiSilva, and Dominic Campodomico are the new interns working with the Lesbian/Gay and AIDS/HIV Unit.

***Moved (Rynerson)\Seconded (Mayo)\Passed unanimously to accept the report of the LGBTAC.

Employment Committee

Commissioner Gadberry reported that the Employment Committee held extensive meeting. The local residency hiring is very important to the Committee. The City Attorney issued a written opinion on March 29, 1993 regarding the following question: "Can the City and County enforce Charter Section 7.204(d), which requires that public projects for the City and County of San Francisco be San Francisco residents?"

CONCLUSION

"As currently written, Charter Section 7.204 (d) violates the state and federal constitutions. The residency requirement, which has been unenforced for many years, cannot be validly enforced because it requires public contractors to discriminate against non-resident laborers in a manner which violates the privileges and immunities clause of the United States Constitution. However, a residency requirement imposed by ordinance could be validly enforced if the Board of Supervisors took the following steps:

1) Hear evidence and make factual findings to justify, according to applicable constitutional standards, the disparate treatment 7.204(d) imposes on non-residents.

2) Adopt an ordinance which narrows the existing provision so that the residency requirement is applied only in circumstances which justify disparate treatment of non-residents."

The issue of local residency hiring has been a topic of discussion numerous times for approximately one year at several levels of the Commission's structure (RE: staff meetings, Employment Committee meetings, Subcommittee meetings on Construction Goals, and more recently the Commission). The Employment Committee has formally discussed/debated this issue approximately seven times, including a committee survey and a committee vote on the matter.

The community debate concerning resident hiring on city funded projects is due to the high concentration of San Francisco ethnic/gender unemployment, and the high visibility of public works projects in designated San Francisco neighborhoods.

Although the original discussion centered on public works construction projects,

the debate now encompasses all city funded employment. The following are several major pro and con discussion points among others:

- The local preference would immediately assist local residents, both city-wide and in designated neighborhoods, obtain employment.

- The local residency hiring approach could be the focus of a city-wide coordinated effort for a variety of services for a neighborhood in need.

- Residency hiring would promote the San Francisco economy by funneling dollars, taxes and consumer spending back into the City. It would help bring pride back into the neighborhoods and the City.

- Resident hiring will box people in, when mobility, especially regional employment is the forecasted trend of the future. (The east bay will be the source for future construction industry jobs).

- Neighborhood preference would only benefit a few sites and would create community turf problems.

- There is insufficient workforce availability in the neighborhoods for most major job skills needed to make it work.

- The cost of implementing and monitoring a residency program may be prohibitive in regards to the anticipated results.

The HRC staff and the Employment Committee have discussed this issue with representatives of labor, community based organizations, employers and government officials. The two prevalent proposals to date are:

1. A percentage range of 25 to 50% residency preference of the workforce, if an availability study supports the need.

2. A payroll tax credit for employers hiring residents.

Both proposals are predicated on strong monitoring and enforcement, with sufficient staff/resources to accomplish the goals.

The "Local Residency Hiring Policy" issue was formally introduced to the Commission at its' April 14, 1994 meeting via the Employment Committee's report.

The Commission's discussion centered around the following points:

- An incentive for employers who hire local residents.
- The adoption of a policy as the first step, prior to developing a program on local hiring.
- Legal issues that would support or challenge a policy and/or program. Good faith efforts are being considered rather than any penalties.

***Moved (Gadberry)\Seconded (Rynerson)\Passed unanimously to approve the following resolution:

HIRE SAN FRANCISCO FIRST

WHEREAS, the San Francisco Human Rights Commission supports the socio-economic vitality of our community through its diverse population and workforce; and

WHEREAS, San Francisco continues to be the regional center of the greater bay area for business leadership and educational development, resulting in a qualified workforce, encompassing ethnic, gender and lifestyle diversity;

THEREFORE, BE IT RESOLVED, that in order to increase the number of employed persons living in San Francisco, thus improving the economic and social conditions of the City and County of San Francisco, the Human Rights Commission recommends the establishment of a HIRE SAN FRANCISCO FIRST employment policy, when local, qualified job seekers are available and to the extent permissible by law, without preempting or replacing affirmative action requirements; and

FURTHER, BE IT RESOLVED, in an effort to maintain, develop and expand employment opportunities for the residents of San Francisco, and as an incentive for employers, the Human Rights Commission supports a HIRE SAN FRANCISCO FIRST local resident employment policy.

Commissioner Gadberry stated that the resolution will be forwarded to the Board of Supervisors. Director Lee stated that a letter will be sent to the Board of Supervisors regarding the steps that the HRC has taken to arrive at this level. The HRC will be the implementing agency of this policy.

***Moved (Gadberry)\Seconded (Mayo)\Passed unanimously to accept the report of the

Employment Committee.

(c) Issues Committee

Commissioner Louie reported that he participated in the KFRC conciliation meetings. A letter has been sent to the Mayor and Supervisors Hsieh, Migden and Leal (who had requested) the investigation updating them of what transpired at this meeting.

Staff person Don Hesse reported that the Issues Committee held its meeting at its new time, the fourth Tuesday of the Month at 5:30 p.m. The KFRC issue was presented and discussed. The controversial mural at SF State was also discussed, Director Lee will report further. There are two initiatives being discussed at the committee which will be presented to the Commission at a later date. The first initiative deals with illegal immigrants and their rights to receive benefits. This initiative has not yet qualified to be on the ballot, because the signatures are being evaluated. Proponents of this initiative will be presenting the pros and cons of this initiative at the next Issues Committee. The second initiative deals with police and safety issues at public housing sites.

Commissioner Fong asked that staff investigate the FCC process of determining community contribution as part of the licensing of a radio station. The HRC should ask to be included in the question-and-answer period for this process for KFRC and KGO in the future.

The tour of the sites for 'alternatives to incarceration' is tentatively scheduled for June 22, 1994. Staff member Don Hesse will follow-up on this date.

(d) Youth and Education Committee

Commissioner Davis stated that the 40th Anniversary of Brown vs. the Board of Education celebration was held and it was a very successful event. Commissioner Abrahamson was also in attendance.

REPORT OF THE DIRECTOR

Director Lee reported that the sponsor's reception held Wednesday, May 25, was a success. The goal is to raise a total of $10,000. The event produced approximately $6,500. As a token of appreciation, the HRC gave businesses and individuals who contributed $100 and more an HRC commemorative cap. Mayor Jordan was the keynote speaker and he also autograph some of these caps. The Committee is looking for a main

speaker for the main event, Mr. Deval Patrick was unable to attend. Commissioner Gadberry stated that she is working towards a children's poetry event as part of the 30th Year Anniversary. The next Friends of the Human Rights Commission's committee on the anniversary celebration is scheduled for June 6, 1994 at Noon. Mr. Hesse reported that monies raised for the Friends will pay for HRC interns. Commissioner Mayo suggested that the HRC check a possible connection to the "Sponsor An Intern Program". Commissioner Davis stated that all interns working with the Public Advocates are funded through other sources than the Public Advocates.

Director Lee stated that the **Charter Reform Committee** has submitted a draft proposal. The Human Rights Commission's responsibilities are on page 16. There is an apparent error that names 15 Commissioners; this will be changed to 11 as at present. All functions of the Human Rights Commission are part of this charter. The Charter is scheduled to be voted on in November.

Director Lee reported that he had been positively involved with the SF State "Malcolm X" mural controversy (as directed by Commissioner Abrahamson). Ultimately, the school administration removed the controversial mural.

A discussion ensued regarding the SFUSD's training program for reducing school children's tension; several commissioners indicated their support for possible HRC involvement in these efforts.

CALENDAR MATTERS

All committees meet in the 8th floor conference room at 25 Van Ness Avenue.

EXECUTIVE	Thursday, June 2, 1994 4:00 p.m.
EMPLOYMENT	Thursday, June 2, 1994 2:00 p.m.
ISSUES	Tuesday, June 3, 1994 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE	Tuesday, July 19, 1994 5:30 P.M.

MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, June 16, 1994 5:30 p.m.
YOUTH AND EDUCATION	Thursday, June 16, 1994 3:30 p.m.

ADJOURNMENT

Director Lee reported that on May 11, 1994 Linell Harden passed away. Mr. Harden had been employed at the Human Rights Commission for the past ten years. He worked in the Certification Unit, a dedicated employee who worked as liaison to the Purchaser. The Human Rights Commission will miss Linell deeply and Mr. Lee requested the meeting to be adjourned in his honor and the honor of Bert Campbell, who passed away May 24, 1994. Bert served as the Deputy Director of the Human Rights Commission and his family has requested that the HRC honor him with the following resolution:

ADELBERT L. CAMPBELL

WHEREAS, Adelbert "Bert" Campbell, provided many years of dedicated service promoting and advocating the civil rights and good health of the people of the San Francisco Bay Area, and

WHEREAS, Bert Campbell played a significant role in the creation and implementation of San Francisco's Minority/Women Business Development Program within the City Purchaser's Office by developing a more equitable and inclusive system; and

WHEREAS, Bert Campbell's primary professional expertise and devotion was promoting access to health care for the African American community including providing assistance for minority AIDS patients and their families and educating primary care physicians and specialists on the health needs of minority communities; and

WHEREAS, Bert Campbell served as Deputy Director of the San Francisco Human Rights Commission providing critical leadership, insight and perspective to the Commission's efforts to protect and advance the civil rights of all San Franciscans; and

WHEREAS, Bert was a man of great warmth and generosity, a humble man of many accomplishments who never lacked for a smile and a kind word for his colleagues; and

WHEREAS, Bert Campbell's life serves as a model and example to all of public service in behalf of his community; and

THEREFORE, BE IT RESOLVED, that the San Francisco Human Rights Commission is deeply saddened by Bert's untimely death, and by the loss which his passing leaves in our lives and our communities; and

BE IT FURTHER RESOLVED, that the Human Rights Commission wishes to express our sincerest condolences and sympathy to Bert's family and friends.

Commissioner Daddio adjourned the meeting in memory of Mr. Linell Harden and Mr. Bert Campbell at 7:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

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CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JUNE 9, 1994
4:30 P.M.

25 VAN NESS AVENUE
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SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

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Vice Chair - Mary Gomez Daddio
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Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of May 26, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Report of 06/02/94 Executive Committee meeting.
   (b) Adoption of HRC "Statement of Purpose"
   (c) Adoption of HRC "Meeting Conduct Rules"

5. REPORT OF THE DIRECTOR

6. COMMITTEE REPORTS

   (a) Employment Committee
   Commissioner Sharon Gadberry, Chair
   Commissioner Katheryn Fong, Vice Chair
   Frank Anderson, Committee Staff

   (1) Committee Report.
   (2) Senate Bill No. 2022 (Bergeson)
   An act to amend Sections 12948 & 12970 of the Government Code relating to employment.
   (3) Assembly Bill No. 2199 (Brown, et al)
   An act to amend Section 51 and 52 of the Civil Code and to amend Sections 12993 of the Government code, relating to civil rights.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, July 7, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner James Haskell Mayo, II, Vice Chair
Gail P. Roberts, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, June 16, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, June 28, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Earl Rynerson, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, July 19, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, June 16, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JUNE 23, 1994

HUMAN RIGHTS COMMISSION

June 9, 1994

The Minutes of this meeting are missing.

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Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

DOCUMENTS DEPT.
JUN 20 1993
SAN FRANCISCO
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THURSDAY, JUNE 23, 1994
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of June 9, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Adoption of HRC "Statement of Purpose"

5. REPORT OF THE DIRECTOR

6. COMMITTEE REPORTS

   (a) Youth and Education Committee
   Commissioner Gloria R. Davis, Chair
   Commissioner James Haskell Mayo, II, Vice Chair
   Gail P. Roberts, Committee Staff

   (1) Request for Commission approval to convene a Youth Gathering.

   (2) Committee report.

   (3) Letter of congratulation to Sean A. Lukas on the occasion of his graduation from Dr. Martin Luther King Middle School.

   (4) Letter of congratulation to Jackey Jovon Smith on the occasion of his graduation from Dr. Martin Luther King Middle School.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, August 18, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner Katheryn Fong, Vice Chair
Frank Anderson, Committee Staff

(1) Adoption of Resolution urging support for Senate Bill No. 2022 (Bergeson), authorizing the Fair Employment and Housing Commission to require payment by the respondent of actual damages of up to $150,000 in a finding of unlawful employment practices

(2) Adoption of Resolution urging support for Assembly Bill No. 2199 (Brown, et al) permitting a local political subdivision to reestablish greater protection against discrimination than set forth in the Unruh Civil Rights Act and specifying that the identification of protected classes is illustrative rather than restrictive.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 4, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, July 21, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Earl Rynerson, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, July 19, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, June 28, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

MEETING: THURSDAY, July 14, 1994

W:\GPR\AGENDA.HRC\JUNE23.94

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
TDD: (415) 252-2550

Fong (2nd) Davis (M)

MINUTES OF THE COMMISSION MEETING OF THURSDAY, JUNE 23, 1994.

NEXT MEETING

DATE: July 14, 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, 8th Floor
San Francisco, CA 94102
Conference Room

Commission Chair Lucille Abrahamson called the meeting to order at 4:30 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Gloria Davis; Sharon Gadberry; Katheryn Fong; May P. Jaber; Calvin Y. Louie; James Mayo; Resa Peay-Wainwright; and Earl Rynerson.

Excused: Jeanette Lazam.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Audrey Gee (Intern), Cynthia Goldstein, Jacquie Hale, Don Hesse, and Gail Roberts.

Guests: Lori Giorgi, Deputy City Attorney.

APPROVAL OF MINUTES

***Moved (Fong)\Seconded (Gadberry)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of June 9, 1994.

GENERAL COMMUNICATIONS

The General Communications file was circulated and it was noted that in accordance with the Sunshine Law, there was a copy of this file available for public review.

REPORT OF THE CHAIR

Commissioner Abrahamson reported that Commissioner Davis and Rynerson wrote a Statement of Purpose. Commissioner Davis read it for the record:

WHEREAS, the Human Rights Commission was created for the purpose of protecting the civil and human rights of all San Franciscans without exception and to provide leadership for the resolution of conflict that arises whenever one person or a group violates the civil rights of another person, or group. The Commission regularly engages in and promotes meaningful dialogue between parties to encourage tolerance, acceptance, compassion and healing to help in the recognition that we are all different, and that is this very diversity, in all its aspects, that enriches each of us.

Commissioners Rynerson and Fong will meet to include the legal mandate of the HRC in the statement of purpose.

REPORT OF THE DIRECTOR

94/95 Budget Update

Director Lee reported that Commissioner Daddio and he attended the meeting of the Budget Committee of the Board of Supervisors. The Budget Analysts review of the Budget submitted to the Board of Supervisors is in agreement with the HRC's budget in all except one item. Director Lee reported that the Public Utilities Commission (PUC) requested that the HRC monitor their contract and employment goals two professional and one clerical position. The PUC approved a Work Order for the HRC; however, Harvey Rose, the Budget Analyst, believed that these were too many positions offered. The Board's Budget Committee meets on Saturday, June 25, 1994. The HRC's budget issue will be discussed. The PUC has an annual budget of $47 million dollars in contracts which must be monitored. While it is conceivable that one HRC professional staff person may be able to monitor that amount of contract, that person, would not be able to monitor any complaints or any employment mandates. The local hiring mandate anticipated from the Board of Supervisors. The enforcement and tracking of these contracts is extraordinary for one professional person.

Answering a question from Commissioner Rynerson, Director Lee stated that, if the Charter Reform will be approved and the Commission Secretary position is approved a Supplemental Appropriation would be processed to cover the position.

Answering a question from Commissioner Gadberry, Commissioner Abrahamson reported that she attended the Charter Reform Committee meeting and the discussions were mostly between the Arts Commission and the Planning Commission, and their

functions. These negotiations seemed far from over. One of the major proposed for the city changes Charter is that directors would serve at the pleasure of the Mayor rather than its commission.

30th Anniversary Update

Director Lee reported that the Friends' last meeting was held at the Yerba Buena site. The July 28th celebration program will involve two choirs, the Gay/Lesbian Chorus and the Glide Memorial Emsemble as well as an awards presentation by the Mayor. There is not yet confirmation on featured speaker. Director Lee believed that there is enough funding to fund the event. Corporate letters will be sent out through the United Way.

Commissioner Mayo asked that the Friends 30th Anniversary Committee be asked to contact the Music Summer School of the SFUSD and engage their services for performing at the Anniversary.

CAAP Consultant

Director Lee stated that, in cooperation with the Mayor's Office the official Coordinator for the Mayor's Office Committee on African American Parity (CAAP) has been hired. Mr. James Martin, former Director of the NAACP Regional Office and an employee of Pacific Bell, with extensive experience in employment and economic development issues is the new CAAP Consultant. He will make a presentation at the August 11, 1994 meeting of the Commission.

COMMITTEE REPORTS

a) Youth and Education Committee

Commissioner Davis reported that the Youth and Education Committee met Thursday, June 16, 1994.

The major focus of this meeting was the proposal for a youth gathering where youth could meet to exchange ideas on topics which they themselves identified as problems. The Committee believed that it had an obligation to provide a place where youth could come to talk about problems in their communities, schools, and lives and express their feelings, frustration, anger, and hope. The Committee found that youth wanted to talk about topics which included racial and ethnic tension. The Committee committed itself to creating the Youth Gathering in the beginning of the school year, no later than November 1, 1994.

The Committee discussed the focus of its mission and changing its role from being a facilitator to being an initiator. Some members supported the existing policy whereby the Committee focuses its energy to support existing community groups and services. Other members thought that the Committee should move to more of a leadership role to become a entity which takes direct action in the City. The Youth and Education Committee determined that it was possible to fulfill both roles.

Members of the Committee discussed which groups of youth should be targeted for services. There was concern that much time was concentrated on in school youth, and that more emphasis should be given to youth who have dropped out of school, were in the juvenile justice system, and were drug dealers. There were comments on the importance of tracking youths who have dropped out of school.

In response to the issue of whether or not the Youth and Education Committee should create a directory of youth servicing organizations and distributing them to students, Committee staff obtained a current copy of the booklet: On Your Own, printed by the Central City Hospitality House. The Committee determined that the booklet was very comprehensive. The Youth and Education Committee will concentrate its efforts on increasing distribution and awareness of the booklet.

The Youth and Education Committee has established three task forces: Balanced Media, Planning Youth Gathering; and Student Handbook Revision. The Balanced Media Task Force will meet at 2:00 PM, Friday, June 24, 1994. The Planning for the Youth Gathering Task Force will hold its initial meeting at 1:00 PM, Thursday, July 7, 1994. The Student Handbook Revision Task Force will hold its initial meeting at 3:00 PM, Thursday, June 30, 1994. All meetings will be held at the HRC offices.

The August meeting of the Youth and Education Committee will feature a round table discussion of the experiences of youth service workers. The Youth and Education Committee canceled its July 21, 1994 meeting. The Committee will next meet on Thursday, August 18, 1994.

RESOLUTION SPONSORING A YOUTH GATHERING

Commissioner Davis presented the following resolution for the Commission's consideration.

BE IT RESOLVED that the Human Rights Commission, at its regular meeting of June 23, 1994 and upon the recommendation of its Youth and Education Committee, approved the request of the Youth and Education Committee to sponsor a Youth Gathering.

Vision: The Youth and Education Committee has decided that it would like to create a forum where youth of the city may gather and exchange ideas on topics which they themselves identify as problems. At this gathering, the youth would learn more about themselves and each other's cultures, sexual orientation, gender, and ethnicity. From this vast resource of information, they would build solutions to youth problems. The Committee would like to work with other community youth servicing organizations to equip the youth with skills to address and work through their problems.

Motivation: The Youth and Education Committee believes that it has an obligation to create an environment in which youth can discuss the concerns which they have articulated repeatedly. The Committee has found that youth want a place where they can come and express themselves, talk about problems in their communities, their schools, and their lives. They want to talk about topics which include racial and ethnic tension, ethnic divisiveness, sexual orientation fear and denial, violence and aggression on or by identifiable groups, cultural differences, school drop out, health care, juvenile justice system discrimination, and home problems. The youth want a place to come where their peers will listen to them voice their anger, their frustration, and their hurt. They want to express feelings of unfairness, feelings of being victimized, and feelings that they are being short-changed by the "system". They want to talk about their fear of each other and of society.

If the Youth and Education Committee directly provides a forum and workshops to meet these needs, hopefully the youths will create solutions out of the exchange of feelings and ideas. In addition to voicing their problems, the youth would like to talk about their visions, how they want to change the world, how to work with their differences, and how to approach shared social problems. Hopefully, a better understanding of each other will evolve, a new commitment to solving problems will be made.

Who is included: The Committee has a firm commitment to include all youth in the City. For example, youth in both public and private schools, youth who drop out of school, youth in community programs, and any other youth in the City would be invited.

When: The Committee would like to have the gathering take place near the beginning of the beginning of the 1994-1995 school year, no later than November 1, 1994.

Where: Presently, the Committee is considering having the gathering at a Recreation and Park facility.

Anwering questions from Commissioner Gadberry and Commissioner Rynerson, Commissioner Davis stated that the Youth and Education is working in a Task Force

to organize and convene the Youth Gathering.

***Moved (Davis)\Seconded (Peay-Wainwright)\Passed unanimously to place the Resolution Sponsoring a Youth Gathering for action at the next Commission meeting.

Answering a question from Commissioner Louie, Commissioner Davis stated, regarding possible costs which might be incurred; the task force is discussing the issue.

***Moved (Gadberry)\Seconded (Peay-Wainwright)\Passed unanimously to adopt the report of the Youth and Education Committee.

b) Employment Committee

Commissioner Gadberry thanked Director Lee and Frank Anderson for faithfully attending and supporting the Re-Employment Consortium. Commissioner Gadberry reported that the Re-Employment Consortium was formed by Mayor Jordan to ensure that people who are laid off find a job as soon as possible. The Consortium provides workshops, counseling, encouragement, and referrals to laid off employees. The referrals are to private companies who have expressed that they vacant positions in their particular fields. The Consortium has wide representation from eight private sector companies, unions, City and County Human Resources Director, Private Industry Council, Mayor's Office of Budget, and others. The next meeting is July 13, 1994 at the Port Commission at 8:30 a.m. The Committee is formed mostly by volunteers. The Committee is planning Fall Seminars in "Combating Bigotry". The Commission on the Status of Women will hopefully be involved in conducting the Seminars.

RESOLUTION ENDORSING SENATE BILL NO. 2022

***Moved (Fong)\Seconded (Rynerson)\Passed unanimously to approve the following resolution:

BE IT RESOLVED, that the Human Rights Commission, at its regular meeting of June 23, 1994 and at the request of its Employment Committee, urges support for Senate Bill No. 2022 (Bergeson), authorizing the Fair Employment and Housing Commission to require payment by the respondent of actual damages of up to $150,000 in a finding of unlawful employment practices.

RESOLUTION ENDORSING ASSEMBLY BILL NO. 2199

***Moved (Fong)\Seconded (Jaber)\Passed unanimously to approve the following resolution.

BE IT RESOLVED, that the Human Rights Commission, at its regular meeting of June 23, 1994 and at the request of its Employment Committee, urges support for Assembly Bill No. 2199 (Brown, et al) permitting a local political subdivision to reestablish greater protection against discrimination than set forth in the Unruh Civil Rights Act and specifying that the identification of protected classes is illustrative rather than restrictive.

c) WBE/MBE/LBE Committee Advisory Committee

Commissioner Daddio gave an update on the Base Closures issue. She stated that Mr. Domenic A. Zigant; Base Closure Manager, Hunter's Point and Treasure Island, attended the meeting. The Committee discussed the 8A Licensing requirement, The Department of Defense requires that small businesses acquire an 8A License. The other main issue was public comments recommending amending the rules regarding brokers and suppliers. The issue will be studied for the next meeting.

Jacquie Hale reported regarding the Hunters Point Naval Shipyard issue and possible employment in the Bayview Community. The NAVY emphasized that they are operating under many restrictions; when they discuss local businesses they mean local Bay Area businesses.

James Fields reported that the Mayor intervened to address the issue of employment at the San Francisco Naval Shipyard. The Mayor convened a meeting with Department heads including Mr. Lee. The Human Rights Commission was able to acquire a list of commitments from various employers to offer local residents of the area. The Mayor's office then requested that James Fields to monitor the progress. Since then, 26 people found jobs; 10 people went to work on Public Works projects. The HRC staff has been meeting with a Committee formed by the Redevelopment Agency. There are several Community organizations who have formed a united front in making sure that the jobs go to the Bayview Community, and Mr. Fields is working closely with them.

Answering a question from Commissioner Rynerson, Jacquie Hale stated that the Committee is trying to invite the head of the NAVY Task Force. Commissioner Peay-Wainwright stated that a representative from the NAVY attended the meeting and spent approximately two hours on questions and answers. James Fields reported that Byron from the Redevelopment Agency is very much on top of the issue to prepare themselves in anticipation of the jobs at the Naval Shipyard.

Answering a question from Commissioner Davis, Director Lee reported that the HRC has worked with Michael Yaki from Congresswoman Pelosi's office and also Congressman Dellums and drafted language to incorporate in the appropriations bill regarding local hiring. The language is designed along the lines of the bill that the HRC has at the present time at the Board of Supervisors regarding local hiring. The

Commissioners requested a copy of the bill being sponsored by Congresswoman Pelosi.

Answering a question from Commissioner Mayo, Jacquie Hale stated that each quarterly reports have charts on analyzing data. The NAVY being part of the Department of Labor and the Federal Government is not familiar with the City's way of gathering information. Commissioner Mayo requested that the information on bidding process be requested from the NAVY. Commissioner Peay-Wainwright thanked staff member Jacquie Hale and James Fields for their work.

d) Issues Committee

Commissioner Jaber thanked those Commissioners who were able to attend the tour of sites for alternatives to incarceration. During the tour the Commissioners visited The Liberation House, an all male house for persons with substance abuse programs. The Sheriff's Department made a presentation regarding the sites and Two deputy sheriffs visited the sites with the group. After the site visit, the Sheriff escorted the group to Bryant Street between 7th and 8th Streets where two other programs were discussed. SWAP (Sheriff's Work Alternatives Program) gives the alternative to work instead of going to jail. Jobs include sweeping the streets and other public services. Another program is the Sheriffs's Work Furlough. These people work outside during the day, but stay in a supervised dormitory at night. Unfortunately, the number of people participating in these programs compared to the number of people in jail is extremely low. However, the program is new and it seems to be working very well.

Commissioner Jaber reported that the Committee is working towards a report on the Incarceration rates which will be presented to the whole Commission towards the end of September.

The next Issues Committee meeting is scheduled for June 28, 1994 at 5:30 p.m.

Mr. Pat Skain introduced himself and stated that he will doing a presentation on the immigration issues on Tuesday, June 28, 1994 for the Issues Committee.

UNFINISHED BUSINESS

Commissioner Davis reported that the Black Chamber of Commerce had an awards presentation on June 24, 1994. She presented an award to Director Ed Lee on behalf of the Black Chamber of Commerce. Director Lee thanked Commissioner Davis. Another award was given to Zula Jones.

Commissioner Louie stated that Asian Inc. is having a fundraiser on June 24, 1994.

CALENDAR MATTERS

All committees meet in the 8th floor conference room at 25 Van Ness Avenue.

EXECUTIVE	Thursday, August 4, 1994 4:00 p.m.
EMPLOYMENT	Thursday, August 4, 1994 2:00 p.m.
ISSUES	Tuesday, July 26, 1994 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE	Tuesday, July 19, 1994 5:30 P.M. at the AIDS Office Training Room, Fifth Floor, 25 Van Ness.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, August 18, 1994 5:30 p.m.
YOUTH AND EDUCATION	Thursday, August 18, 1994 3:30 p.m.

ADJOURNMENT

Commissioner Abrahamson adjourned the meeting in memory of Darrell Yee, Wilbert Battle and Patsy G. Fulcher and asked for a moment of silence.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

DATE: June 30, 1994

TO: Human Rights Commissioners

FROM: Commissioner Lucille Abrahamson
Chair

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JUL 05 1994
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PUBLIC LIBRARY

RE: REGULAR MEETING OF THE EXECUTIVE COMMITTEE

==========

REGULAR MEETING

DATE: Thursday, July 7, 1994
TIME: 4:00 PM - 6:00 PM
PLACE: Human Rights Commission Offices
Eighth Floor Director's Office
25 Van Ness Avenue
San Francisco, CA 94102

Please notify Maria Cordero at the HRC offices at 252-2538 if you unable to attend.

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice.
Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces.
The closest accessible BART station in the Civic Center Station.
MUNI Metro station is the Van Ness Station. Accessible MUNI lines are the 6, 7 42, 47, 49, and 71 lines. Accessible seating for persons with disabilities. Meeting proceedings available in alternative formats. In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products. Please help the City to accommodate these individuals. To make arrangements or for information, contact Gail P. Roberts at 252-2508 (Voice) or 252-2550 (TTD).

AGENDA

1. Statement of Purpose - Include HRC Mandate.

2. 30th Anniversary.

3. Charter Reform

W:\MLC\EXECUTIV\77

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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JUL 1 1 1994

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PUBLIC LIBRARY

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, JULY 14, 1994
4:30 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright
Commissioner Earl Rynerson

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of June 23, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Adoption of HRC "Statement of Purpose".

   (b) Discussion of the Role of the Executive Committee"
   (1) Resolution to continue meetings of the Executive Committee at the call of the Chair; or
   (2) Resolution to schedule meetings of the Executive Committee on a quarterly basis.

   (c) 30th Anniversary Update.

5. REPORT OF THE DIRECTOR

   (a) HRC FY 94-95 General Fund Budget.

   (b) Update on the City's Charter Reform.

6. COMMITTEE REPORTS

   (a) Issues Committee
   Commissioner May P. Jaber, Chair
   Commissioner Calvin Louie, Vice Chair
   Don Hesse, Committee Staff

   (1) Request for the Mayor and the Board of Supervisors to oppose the "Save Our State" Ballot Initiative and to educate the public about the negative impact on the City.

   (2) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, July 26, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(b) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner James Haskell Mayo, II, Vice Chair
Gail P. Roberts, Committee Staff

(1) Request for Commission approval to sponsor a Youth Gathering.

(2) Committee Report: Balanced Media Task Force, Planning Youth Gathering Task Force, and Student Handbook Revision Task Force.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, August 18, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Commissioner Earl Rynerson, Vice Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, July 19, 1994, at 5:30 p.m. at the AIDS Office Training Room, Fifth Floor; 25 Van Ness Avenue, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) No Committee report.

(a) Adoption of Recommendations for Awards for First Annual MBE/WBE Breakfast.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, July 21, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner Katheryn Fong, Vice Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, August 5, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, August 11, 1994

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, JULY 14, 1994.

NEXT MEETING

DATE: August 11, 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, 8th Floor
San Francisco, CA 94102
Conference Room

Commission Vice Chair Mary Gomez Daddio called the meeting to order at 4:45 p.m.

ROLL CALL

Commissioners

Present: Mary Gomez Daddio, Vice-Chair; Gloria Davis; Sharon Gadberry; Katheryn Fong; May P. Jaber; Jeanette Lazam; Calvin Y. Louie; James Mayo; Resa Peay-Wainwright; and Earl Rynerson.

Excused: Lucille Abrahamson

HRC Staff

Present: Edwin M. Lee, Director; Bob Alano (Intern), Nadia Babella (Intern), Frank Anderson, Larry Brinkin, Dominic Campodonico (Intern), Maria Cordero, James Fields, Bayard Fong, Audrey Gee (Intern), Jacquie Hale, Don Hesse, Jim Martin, Heather Mason (Intern), Nat Mason, Kate McGuire (Intern), Veronica Ng, Gail Roberts, and Mary Gin Starkweather.

Guests: Lina Aviolan, Coalition for Immigrant & Refugee Rights and Services; Ignatius Ban, Lawyer's Committee for Civil Rights; David A. Donovan, UCSF/UCB; Scott Emblidge, Deputy City Attorney; Lisa Gallegos, Empty the Shelters; Solomon J. Greene, Empty the Shelters; John Kimber, Gray Panthers; Charles Lehman, Gay Asian Pacific Aliance; David Maular; Betsy Russell, Editor/Publisher; Jill Tregor, Intergroup Clearinghouse; Charlie Walker; Fran M. Wu, Lawyers Committee for Civil Rights; Michael Yaki, Congresswoman Nancy Pelosi.

APPROVAL OF MINUTES

***Moved (Fong)\Seconded (Gadberry)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of June 9, 1994.

GENERAL COMMUNICATIONS

The General Communications file was circulated. It was noted that in accordance with the Sunshine Law, there was a copy of this file available for public review.

REPORT OF THE CHAIR

Commissioner Daddio introduced Commissioner Rynerson.

Commissioner Rynerson stated that he had worked with Commissioner Davis and Fong on the following HRC "Statement of Purpose".

HUMAN RIGHTS COMMISSION STATEMENT OF PURPOSE

The Human Rights Commission was created by charter to enforce the legal mandate of protecting the civil and human rights of all San Franciscans without exception and to provide leadership for the resolution of conflict that arises whenever one person or group violates the civil rights of another person or group.

The Commission regularly engages in and promotes meaningful dialogue between parties to encourage tolerance, acceptance, compassion and healing; to help in the recognition that we are all different and that it is this very diversity in all its aspects that enriches each of us.

***Moved (Mayo)\Seconded (Fong) passed unanimously to adopt the HRC Statement of Purpose.

Discussion of the Role of the Executive Committee:

Commissioner Rynerson presented documents outlining the necessity to hold Executive Committee meetings. After discussion, the Commission approved, by a vote of 7 in favor and 2 opposed, to hold monthly executive meetings one hour prior to the first Commission meeting of the month.

***Moved (Gadberry)\Seconded (Mayo) approved by a vote of 7 in favor and 2 (Jaber, Lazam) opposed.

30th Anniversary Update

Commissioner Daddio stated that invitations were sent. She stated that the MBE/WBE/LBE Advisory Committee is also hosting a breakfast to give awards to the Minority Business of the year, the Women Business of the year, the Department of the year, the Prime Contractor of the year and the graduated MBE/WBE/LBE of the year. It is scheduled for July 28, 1994 at 8:00 a.m. at the Cathedral Hill Hotel. Commissioner Daddio stated that the MBE/WBE/LBE Advisory Committee received a great deal of nominees from Staff, Commissioners, and Committee members. The results are being kept secret until the announcement date. She asked for the Commission's approval on the process that the Advisory Committee is following.

Commissioner Gadberry announced that she attended the presentation of the (Sojourned Truth) award to Commissioner Gloria Davis. This is a very high honor and Commissioner Davis deserves a congratulation.

REPORT OF THE DIRECTOR

94/95 Budget Update

Director Lee stated that even with the cuts from the State, the HRC's budget is still relatively safe. Meanwhile, the rest of the City is still facing a number of layoffs. The HRC will aid in the process of re-employment, and assure that no discrimination exists in the layoff system process. Commissioner Gadberry added that through the Re-employment Consortium, a letter was sent to the department heads regarding the process of layoffs.

Charter Reform

Director Lee stated that the Board of Supervisors had begun to hold hearings to finalize the reform measure that will change the Charter significantly. The latest draft was reviewed through the HRC's Executive Committee. Director Lee will forward a letter on behalf of the Commission, to emphasize the listing of protective categories in the Charter. Commissioner Gadberry asked that a copy of a newspaper article be included with the letter.

CAAP

Director Lee introduced Jim Martin, the new Coordinator for the CAAP (Committee on African American Parity), appointed by the Mayor's Office. The Mayor requested that the Human Rights Commission work closely with Mr. Martin. Mr. Martin is also aware that CAAP Committee is actually a Task Force of the Employment

Committee. He has been meeting with the Task Force members. The Mayor will hold a press conference on Friday, July 22, 1994 at 10:00 a.m. to announce Mr. Martin's appointment.

Director Lee introduced Kate McGuire and Heather Mason interns with the HRC this summer, and acknowledge their tremendous work.

Answering a question from Commissioner Rynerson, Director Lee stated that the PUC work order will come before the Commission for approval when it is prepared.

Director Lee reminded the Commissioner that there is a special reception on July 28, 1994 at 5:00 p.m. at the California Creole Restaurant for former and present Commissioners. Don Hesse reported that the confirmed speakers for that evening are Melba Beals, on of the Little Rock Arkansas 9, Aileen Hernandez, and Grandvell Jackson as well as others.

COMMITTEE REPORTS

a) **Issues Committee**

Commissioner Jaber stated that the Issues Committee had discussed the SOS (Save Our State) initiative at length. The Committee invited groups representing both sides to make presentations to the Commission as they had done for the Committee. Commissioner Jaber called on the speakers.

Ignatius Ban works with the Lawyers Committee for Civil Rights. He stated that the initiative will require Social Services, Schools, Hospitals and law enforcement officials to; 1) check the immigration status of persons who they come into contact with; 2) deny services to people who do not have proper identification; and 3) report these people to various agencies including the state Attorney General and the federal Immigration and Naturalization Services. Also, the teachers would have to ask the immigration status of all parents of children, even if they are born in the country. for continuing enrollment. This will change the institutions charged with teaching, healing, providing social services and public safety into federal police agencies. This will make citizens suspicious of looking for services. The Secretary of Education has stated that if the initiative passes, it may violate federal privacy and education laws which will results in the loss of up to 3 billion dollars in public funding for public education. Similarly, it may violate certain provisions of confidentiality and health care which will jeopardize up to 7 billion dollars of federal funding in California. There is a direct conflict with a United States Supreme Court decision in 1982 which states that all children regardless of immigration status have a right to public education. There will also be legal costs involving defending the initiative regarding a legal challenge. There is also the social/physical cost that if you

deny prenatal care, and immunization for children that are undocumented, will result in longer term medical cost; if education to children is denied, it will result in children being in the streets. Children who are not well, or not educated will end up in crime, or at least, be less equipped to become productive members of society. The paperwork requirements of all the agencies will be tremendously costly. Mr. Ban stated that the bottom line will be that this initiative will violate the human rights of people who are living in California, it will divide community who are legally or illegally in the state. For these reasons, Mr. Ban urged the Commission to approve the resolution.

Michael Yaki, assistant to Congresswoman Nancy Pelosi, stated that the California Congressional Democratic Delegation voted to oppose the SOS initiative three weeks ago. This initiative, Mr. Yaki stated, will strike at the heart of why this Country was founded 200 years ago; as an idea about protecting freedom through a democratically elective government; This principal has been held true for 200 years, with some notable exceptions. These exceptions have come at times when people have tried to blame others as the cause of their problems. Mr. Yaki's father was placed in a camp in 1942 in Arizona because people thought that everyone like him was spying for the Japanese government. What this initiative would do would be to create an institutional and legitimate forum to ask each and everyone one of us to act on behalf of the State to ensure that supposed "enemies" among us are investigated. This Country has sent men and women to fight and die to liberate other people and give them freedom. How ironic it would be, if this initiative takes away some of these freedoms at home.

RESOLUTION REQUESTING THE MAYOR AND THE BOARD OF SUPERVISORS TO OPPOSE THE "SAVE OUR STATE" BALLOT INITIATIVE AND TO EDUCATE THE PUBLIC ABOUT THE NEGATIVE IMPACT ON THE CITY.

WHEREAS, the City and County of San Francisco values the economic, social and cultural contributions of immigrants;

WHEREAS, the Human Rights Commission affirms that all persons, regardless of immigration status, should be treated in a fair and humane manner and denounces the scapegoating of immigrants for the serious and complex economic and social problems we face;

WHEREAS, immigrants, both legal and undocumented, come to this country to join their families, to work or to flee persecution;

WHEREAS, numerous studies report that immigrants pay more in taxes than they receive in government services;

WHEREAS, denying access to essential health care and education does absolutely nothing to control immigration and may create a public health disaster for the state of California and result in a permanent underclass of poor and illiterate children;

WHEREAS, the prospect of converting our schools and hospitals into immigration checkpoints is anathema to core principles essential to the well-being of our communities;

WHEREAS, the California anti-immigrant "Save Our State" initiative ("initiative") would expel from public schools innocent children who may have been brought to this country as infants;

WHEREAS, reputable studies have shown that children who are now undocumented and attending public schools are likely to eventually obtain legal status and become taxpaying members of this state;

WHEREAS, instead of allowing these ambitious students the opportunity to be fully productive members of our society, the initiative will only create an illiterate and unskilled underclass in California;

WHEREAS, the initiative would require every person seeking public education, medical care or social services to prove their citizenship status;

WHEREAS, the cost to California taxpayers of establishing government bureaucracies to verify the immigration status of all persons would be prohibitive;

WHEREAS, the impact of the initiative will be particularly devastating for all persons who "appear foreign" as there is a strong probability that the law will not be enforced equally;

WHEREAS, a serious public health crisis will be created when immigrants avoid health facilities for fear that they, or their undocumented relatives, will be reported to the INS;

WHEREAS, the consequent avoidance of health facilities by both legal and undocumented immigrants will result in children not being immunized and thereby highly susceptible to infectious disease;

WHEREAS, California law already requires local police departments to report to the INS those undocumented immigrants who are engaged in serious crime;

WHEREAS, local police departments will be hampered in their efforts to address crime

in immigrant communities because immigrants will no longer report crimes to local police when they either witness a crime or when they are victims of crime due to fears that they or their family members will, in turn, be reported to the INS;

WHEREAS, the legitimate concerns of Californians regarding the continuing recession must be addressed without blaming a small and vulnerable segment of the population for these systemic problems;

WHEREAS, the issue of persons entering the country without proper documentation is a serious one but the responsibility for solutions lies with the federal government and should not be shifted to our school teachers and health workers; and

WHEREAS, the passage of the initiative will have a significant impact on San Francisco which is home to many recent immigrants, particularly people from Asia, Mexico and Central American;

THEREFORE, BE IT RESOLVED, that the Human Rights Commission reaffirms its opposition to all measures which unfairly target immigrants as the cause of economic and social ills; and

BE IT FURTHER RESOLVED, that the Human Rights Commission urges the Mayor and the Board of Supervisors to go on record in opposition to the initiative and make every effort to inform and educate the electorate about the negative impact of the initiative on the City.

***Moved (Mayo)\Seconded (Jaber)\Approved by a vote of 9 to 1 (Gadberry desenting) Commissioner Gadberry explained that she believes that immigrants have the privilege of becoming a United State Citizens and there should be a difference between being a citizen and not being a citizen. She hopes that documentation could be generated so that people's human rights are respected through the process.

Commissioner Davis stated that she respected Commissioner Gadberry's position; however, having been a classroom teacher for many years, she always took the position that she chose to be a teacher and not a police woman. She took responsibility to teach the children not only basic skills but how to be citizens of the world. She believes everyone should learn to do this in order to have a peaceful city. The initiative is clearly written in a way that would opposes everything that the US stands for and this is why she supports to ask the Board of Supervisors and the Mayor to oppose the SOS initiative.

Commissioner Rynerson wanted to be on record in stating that he does not agree with the SOS initiative nor parts of the resolution in the way it was written; however, he read the SOS initiative and finds that parts of it are similar to the way the NAZI state trained

people to report people who "looked" Jewish. He strongly believes that nobody should be treated differently because of the way they look. He did not like the resolution as written either, because it appears to be judgmental; however, he supports the resolution to defeat the SOS initiative.

Don Hesse reported that the Issues Committee has two new members, Billy Conrad who works for the Nestle Beverage Corporation and John Choy member of the Chinese American Community. The other major presentation at the Committee was made by Carol Leigh who spoke regarding abuse of sexworkers by police. The Issues Committee is still looking for additional members.

Youth and Education Committee

Commissioner Davis stated that the written report or minutes will be mailed to Commissioners. The Committee is working towards the Youth Gathering; the tentative date is January 11, 1994; however, this date may be changed because KQED channel 9 may not be available on that date. The Youth Gathering will be a panel discussion among children about their issues of concern. The video tape will be made available to schools. Commissioner Mayo stated that Channel 53 is available for the Youth and Education Committee's use. Commissioner Davis thanked Commissioner Mayo and she will be in touch with him.

Commissioner Rynerson requested the resolution voting procedures in writing from the City Attorney's Office.

Lesbian Gay Bisexual Transgender Advisory Committee

Staff member Larry Brinkin stated that the LGBTAC's meeting has been changed from July 19, 1994 to Tuesday, August 9, 1994 at the AIDS office training room on the 5th floor.

CALENDAR MATTERS

All committees meet in the 8th floor conference room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Thursday, August 11, 1994 3:30 p.m.
EMPLOYMENT	Thursday, September 1, 1994 2:00 p.m.

ISSUES	Tuesday, August 23, 1994 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY COMMITTEE	Tuesday, September 20, 1994 5:30 P.M. at the AIDS Office Training Room, Fifth Floor, 25 Van Ness.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, August 18, 1994 5:30 p.m.
YOUTH AND EDUCATION	Thursday, August 18, 1994 3:30 p.m.

NEW BUSINESS

Commissioner Gadberry requested that a letter be written to Judge Stephen Breyer congratulating him on his nomination as an Associate Justice of the Supreme Court of the United States, supporting his statement regarding diversity as reported in the newspaper and inviting him to a special public forum in San Francisco.

Commissioner Fong thanked Commissioner Rynerson for his outreach to other Commissioners in hosting a party at his house. She enjoyed the interaction very much.

Commissioner Rynerson requested that, at the last Commission meeting of the month, the Commissioners should discuss, under the New Business, what items they wished placed on the Executive Committee agenda.

Commissioner Mayo requested that a monthly update be given to the Commissioners on the MBE/WBE/LBE goals in a chart that would show the progress in participation. Commissioner Daddio responded that there is a monthly update given to the Committee, the same will be mailed to the Commissioners.

Director Lee stated that he was present at a press conference between Pacific Bell and the Greenlining Coalition. Pacific Bell has stated that they would make 95% service goal as their corporate commitment to Hispanics, Asians, Pacific and African American communities. The Press Conference was well attended. Pac Bell is at the forefront of offering such a committment.

Don Hesse asked Commissioners that if they know of any restaurants,

delicatessen, and other establishments that would be willing to donate food for the 30th Anniversary, to please let him know.

ADJOURNMENT

Commissioner Daddio adjourned the meeting at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

W:\MLC\MIN94\714

HUMAN RIGHTS COMMISSION

August 11, 1994

The Agenda of this meeting is missing.

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
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San Francisco, CA. 94102
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, AUGUST 11, 1994.

NEXT MEETING

DATE: September 8 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, 8th Floor
San Francisco, CA 94102
Conference Room

Commission Chair Lucille Abrahamson called the meeting to order at 4:45 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Gloria Davis; Sharon Gadberry; May P. Jaber; Jeanette Lazam; Calvin Y. Louie; James Mayo; Resa Peay-Wainwright, and Earl Rynerson.

Excused: Katheryn Fong

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Maria Cordero, Bayard Fong, Cynthia Goldstein, Jacquie Hale, Anne Hayes, Don Hesse, Nat Mason, Gail Roberts, and Mary Gin Starkweather.

Guests: Barbara Anderson, Tamara Ching, Roberta Dunne, Crystal Erwin-Holland, Shelton E. Hallaway, Dawn Holland-Erwin, Doris Hodges, Phillip Jones, Kevin Kelley, Jeff Lactaoen, Camille Moran, Jennifer Muer, Maryann Rogers, James Tam, Shelley Elvira Salieri, Rachel Snodgrass, Gladys Singlekarz, Karain J. Sims, Tasha Thompson, Stephan Thorne, Charlie Walker, and Joyce Wright.

APPROVAL OF MINUTES

***Moved (Mayo)\Seconded (Lazam)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of July 14, 1994 with one correction.

GENERAL COMMUNICATIONS

The General Communications file was circulated. It was noted that in accordance with the Sunshine Law, there was a copy of this file available for public review.

REPORT OF THE CHAIR

Commissioner Abrahamson reported that the Executive Committee Meeting preceded the Commission meeting. There were several issues of concern discussed. Among these were priorities and guidelines for Commission agenda items, procedures for setting the agenda items, hiring procedures for HRC staff and discussing the status of a Secretary for the Commission.

Commissioner Abrahamson thanked Commissioners, the Director and staff for all the work done for the 30th Anniversary celebration.

REPORT OF THE DIRECTOR

Director Lee stated that the 30th Anniversary was attended by over 500 people. The California Creole Cafe held the reception for former and present Commissioners. Director Lee stated that this was an overall team effort. This made it successful. The Friends of the HRC had a goal of raising 10,000. A total of $14,000 was raised. The difference between expenses and income will go towards the Grant Mickins Scholarships which funds the internship programs. Director Lee especially thanked Don Hesse and Maria Cordero for their efforts as well as the Coordinators and Interns.

Director Lee reported that the first annual MBE/WBE/LBE awards celebration was held at the Cathedral Hill Hotel. It was well attended and the awards presentation was well received. Director Lee gave special thanks to Commissioner Daddio and Jacquie Hale for coordinating and spearheading this event.

Commissioner Abrahamson requested that a resolution be adopted, thanking the FHRC, the MBE/WBE/LBE Committee, Jacquie Hale, the Director, Don Hesse, Maria Cordero as well as others involved in making these events the successes they were.

Director Lee stated that the Friends will be holding a meeting on August 24, 1994 at Noon at the HRC offices.

Request for Approval of 1995 Community Development Grant Proposal.

Director Lee stated that, once again, the HRC is requesting grant funding for the Fair Housing and Affirmative Action programs through the Community Development Block Grant Program.

***Moved (Daddio)\Seconded (Mayo)\Passed unanimously to approve the submission of the request for approval of the 1995 Community Development Grant Proposal.

COMMITTEE REPORTS

a) MBE/WBE/LBE Community Advisory

Commissioner Daddio reported that the first MBE/WBE Awards Breakfast, held in conjunction with the HRC's 30th anniversary, went very well and was very well attended. She then asked Jacquie Hale, Coordinator, for the remainder of the report.

Ms. Hale distributed additional information on the 1993-94 first three quarters contract participation report, stressing that additional data would likely be received as the City closed out its records for 1993-94, especially concerning subcontracting participation. Copies of the report are available for public review.

Commissioner Gadberry requested a statistical report on certification applications received, certification applications processed, processing time, and reasons why they were denied. Commissioner Gadberry stated that her concern was based on the low participation of WBEs in City contract awards. Commissioner Mayo asked for a current backlog report on certification and the possible impact on contract participation by commodities. Specifically, he asked that for a comparison of MBE/WBE availability with contract participation.

Director Lee noted that the report presented concerned prime contract awards, not subcontract awards. He also briefly described the staff's most recent efforts to increase MBE/WBE participation, including targeting contracts for set-asides.

Commissioners Mayo and Louie stated that they would like to study ways to achieve maximum program participation on contracts where the percentage of minority participation appears to be decreasing.

Mr. Charlie Walker, President of the African American Truckers Association, asked for a list of the Black MBE contractors receiving the awards upon which the report

was based, and the amount of each award. He stated that he was familiar with the Black contracting community and did not feel that Black contractors were receiving as much in awards as reported. He stated his opinion that rules at the HRC apply to some businesses and not others.

Proposition Q

Ms. Hale reported on a staff analysis of the first three quarters of 1993-94 related to Proposition Q, the new City law which allows City departments to elect to do their own purchasing, rather than purchasing through the Purchasing Department, on transactions under $5,000 of goods (not services). The analysis indicated that approximately $400,000 was awarded during the report period which would have been covered by Proposition Q, a comparatively smaller amount than originally anticipated. Mr. Lee noted that the HRC would monitor MBE/WBE participation on such contracts during 1994-95, as well as providing information and training to City departments electing to do their own purchasing under Proposition Q as regards implementation of the MBE/WBE/LBE program.

Ms. Hale thanked Anne Hayes, HRC MIS Unit Intern, for her tremendous help in compiling and drafting the reports presented, and for her considerable help in support of the Committee and its work.

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Lazam called upon staff member Larry Brinkin for the report.

Larry Brinkin introduced Brian Cheu, new staff member working with the Lesbian/ Gay & AIDS/HIV Unit. Mr. Cheu was the legal director of Patients' Rights Advocates Services, and will be working principally with HIV discrimination complaints, as well as assisting with the staffing of the Committee.

A report from the Anti-Racism Task Force was presented to the LGBTAC. As a result of the report of racism in the Lesbian/Gay Press, an all-day Media Access Training was held on July 16, 1994. It was a wonderful success according to those attending. There were 34 people from different organizations, representing every ethnic group. The morning session was a panel of experts, people working in the media, KQED, Mercury News, The Examiner, who told the audience about obstacles and gave the audience tips on the best way to contact reporters, doing press releases, and lots of good information exchange. In the afternoon, there were group sessions to discuss the differences from various organizations. The Anti-Racism Task Force will hold a planning retreat on August 24, 1994 to decide what project to work on next; a suggestion would be to do affirmative action work on Lesbian and Gay businesses.

The Transgender Task Force will be continuing their efforts to get the Board of Supervisors to introduce and approve protective legislation.

The Committee is also meeting to discuss issues such as violence in the community, family issues, and the religious right wing and its attack on the LGBT community. The Committee adjourned the meeting in memory of Douglas Yaranon. Douglas was a wonderful man and a leader in the Asian/Pacific Community. He was one of the founders of the Gay Asian Pacific Alliance.

Adoption of Transgender Hearing Findings and Recommendations

Speakers

Robert Oakes from the Mayor's Office stated that once the findings and recommendations are approved his role from the Mayor's Office would be to recommend approval by the Board of Supervisors.

Shelley Elvira Salieri stated that she was the author of the language for Proposition L, prohibiting discrimination against Transgender individuals in City employment. She stated that these Findings and Recommendations will set the grounds for legislation that she is writing for Supervisor Hallinan. One is an ordinance and the other a policy. The Findings will also be carried to the State level. She will be meeting with Senator Marks. She thanked the Commissioners for allowing the Task Force and the Committee to address the issue of transgenders.

Kiki Whitlock, Chair of the Transgender Task Force, thanked the Commission and the Staff, and, of course, the Transgender Community, for their efforts and all of their work to make the transgender hearing and legislation a reality.

***Moved (Jaber)\Seconded (Daddio)\unanimously approved to adopt the Transgender Hearing Findings and Recommendations.

Employment Committee

Commissioner Gadberry stated that staff member Frank Anderson will be participating in the Police Department's interviews of candidates for Police Officer positions.

The Committee is seeking looking for Latino(a) members. The Board of Supervisors approved local hiring legislation. The Committee will be working towards implementation at the Human Rights Commission.

Jim Martin, the Coordinator/Consultant for the Committee on African American Parity (CAAP), was introduced to the Committee. Commissioner Mayo stated that James Martin comes to the HRC as an independent contractor. Mr. Martin had been the Regional Director of the NAACP. He has worked with various programs that target the advancement of African Americans. He indicated that he is interested in, 1) getting community ownership, 2) reaching into the private sector, and 3) improving the declining and deteriorating conditions of African American businesses, unemployment, and related conditions. Mr. Martin will be holding meetings in the different communities, including Bayview Hunter's Point, Western Addition. There will be a retreat to discuss and participate in creating parity in the African American Community.

Commissioner Gadberry reported that Mr. Rod Amis, head of the Mariposa Youth Leadership and Education Services also presented at the Committee meeting. Mr. Amis' group seeks to start vocational training for children at age 12. One of the recommendations of the Employment Committee is to have the Youth and Education Committee involved in the process.

A review of Professional Contracts for the Airport was also presented; Intern Bob Alano prepared this report and statistics. This report will be presented to the Commission in full at a later date.

Commissioner Gadberry reiterated that the Committee is interested in receiving a report on the backlog of certifications. The Committee is also concerned about the hiring practices of HRC.

The termination of the Newspapers Youth Carriers was also discussed at the Committee meeting. This is a union issue and will be discussed at length at the next Employment Committee. Commissioner Davis requested that a letter be sent to the newspapers to register the HRC's concern once the discussion has been completed.

Youth and Education Committee

Commissioner Davis deferred the Youth and Education Committee report until the next meeting.

NEW ISSUES

Commissioner Louie stated that there is legislation proposed at the state level that would stop any affirmative action programs (AB47). Director Lee stated that the legislation will be discussed at the next Employment Committee meeting.

On the motion of Commissioner Davis, the Human Rights Commission will issue a proclamation commending the San Francisco Giants for their "Until There's a Cure" Day. Commissioner Davis hoped that other professional sports teams follow the Giant's lead.

Charlie Walker, President of the African American Truckers Association stated that he was representing Krystal Trucking, a woman-owned business which had been denied certification. Mr. Walker related that his African American truckers are unemployed because Krystal Trucking was not certified.

Commissioner Mayo requested that a meeting be held directly following the Commission meeting to discuss what Mr. Walker brought to the Commission.

CALENDAR MATTERS

All committees meet in the 8th floor conference room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Thursday, October 13, 1994 3:30 p.m.
EMPLOYMENT	Thursday, October 6, 1994 2:00 p.m.
ISSUES	Tuesday, September 27, 1994 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, September 20, 1994 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	TO BE ANNOUNCED 5:30 p.m.
YOUTH AND EDUCATION	Thursday, September 29, 1994 3:30 p.m.

ADJOURNMENT

Commissioner Abrahamson adjourned the meeting at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

MEMORANDUM

TO: Community Based Employment Organizations

FROM: Frank Anderson, HRC Staff

SUBJECT: Local Hiring Ordinance

DATE: August 29, 1994

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The Human Rights Commission welcomes your ideas, suggestions and recommendations on how to implement the Local Hiring Ordinance? (attached), recently enacted. We cordially invite you to attend a planning meeting to discuss this matter:

DATE: Tuesday, September 6, 1994
TIME: 2:00 p.m.
PLACE: Human Rights Commission
25 Van Ness Avenue
Eighth Floor Conference Room
San Francisco, CA 94102

Please notify Frank Anderson at the HRC office at 252-2503, twenty-four (24) hours in advance, if you are unable to attend this meeting. However, we would welcome receiving your comments in writing by September 9, 1994.

American Sign Language interpreters and an FM Amplification System provided upon request with 48 hour advance notice.
Accessible parking available at the Civic Center Plaza Garage, the private lot adjacent to the building, and metered parking spaces.
Accessible BART station is the Civic Center Station.
Accessible MUNI lines are the 6, 7, 42, 47, 49 and 71 lines.
Accessible seating for persons with disabilities.
Meeting proceedings available in alternative formats.
In order to assist the City's efforts to accommodate persons with severe allergies, environmental illness, multiple chemical sensitivity or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical based products.
To make arrangements or for information, contact Gail P. Roberts 252-2508 (Voice) or 252-2550 (TDD).

7/7/94 - Amendment of the Whole.

FILE NO. 97-94-25 ORDINANCE NO. 286-94

(Local Hiring - Contract Procedure)

AMENDING CHAPTER 6 OF THE SAN FRANCISCO ADMINISTRATIVE CODE (CONTRACT PROCEDURE) BY ADDING SECTION 6.56 THERETO REQUIRING THAT ALL CITY CONSTRUCTION CONTRACTS TO BE PERFORMED WITHIN THE BOUNDARIES OF THE CITY AND COUNTY OF SAN FRANCISCO INCLUDE A PROVISION REQUIRING PRIME CONTRACTORS TO MAKE GOOD-FAITH EFFORTS TO HIRE SAN FRANCISCO RESIDENTS TO COMPRISE NO LESS THAN 50% OF THEIR TOTAL CONSTRUCTION WORK FORCE.

Note: This section is new.

Be it ordained by the People of the City and County of San Francisco:

Section 1. Chapter 6 of the San Francisco Administrative Code is hereby amended by adding Section 6.56 thereto, reading as follows:

SEC. 6.56. LOCAL HIRING.

(A) All contracts between the City and County of San Francisco and a contractor for the construction, reconstruction or repair of public buildings, streets, utilities or other public works or improvements within the boundaries of the City and County of San Francisco, shall contain the following provisions:

"Contractor promises to make a good-faith effort, with the assistance of community organizations designated by the City or local labor union hiring halls, to hire qualified individuals who are residents of the City and County of San Francisco to comprise no less than 50% of each contractor's total construction work force, measured in labor work hours, and contractor promises to give special preference to minorities, women and economically disadvantaged individuals."

"Contractor shall keep, and provide to the City, an accurate record showing the name, place of residence, hours employed and per diem pay of each person employed by the contractor, including full-time, part-time, permanent and temporary employees."

"Contractor shall keep, and provide to the City, an accurate record describing in detail contractor's good-faith efforts to secure employment of residents of the City and County of San Francisco."

"A failure to abide by these contract provisions may result in the imposition of sanctions and penalties, including those enumerated in San Francisco Administrative Code sections 6.25 and 6.45."

(B) Definitions.

(1) "Qualified individual" shall mean an individual who (a) is eligible for a certified apprenticeship program in an

applicable trade; (b) has completed a certified apprenticeship program in an applicable trade; or (c) has completed comparable time in an applicable trade.

(2) "Resident of the City and County of San Francisco" shall mean an individual who is domiciled, as defined by §200(b) of the California Election Code, within the boundaries of the City and County during the entire time of the performance of the contract and who can verify his or her domicile, upon request of the contractor or City, by producing documentation such as a rent/lease agreement, telephone and utility bills or payment receipts, a valid California driver's license or identification card, and/or any other similar, reliable evidence that verifies that the individual is domiciled within the City and County of San Francisco.

(3) "Economically disadvantaged" shall mean an individual who has been unable to secure employment in his or her trade for more than 20 working days in the past six months, or whose annual maximum income falls within the income limits established by the Mayor's Office of Community Development for the Community Development Block Grant (CDBG) programs.

(C) The Human Rights Commission shall be the City agency charged with the monitoring and enforcement of the provisions of this ordinance.

APPROVED AS TO FORM:

LOUISE H. RENNE
City Attorney

By: _____
Deputy City Attorney

BOARD OF SUPERVISORS
SUPVS. HALLINAN, ALIOTO, KENNEDY
KAUFMAN, LEAL, MIGDEN, SHELLEY

S. F. HUMAN RIGHTS COMMISSION

1994 AUG 16 PM 2:48

Edwin Lee
Executive Director
Human Rights Commission
25 Van Ness Avenue, #800

Board of Supervisors, San Francisco

Passed for Second Reading	Finally Passed
July 18, 1994	July 25, 1994
Ayes: Supervisors Alioto Bierman Conroy Hallinan Kaufman Kennedy Leal Maher Migden Shelley	Ayes: Supervisors Alioto Bierman Conroy Hallinan Hsieh Kaufman Leal Maher Migden Shelley
Absent: Supervisor Hsieh	Absent: Supervisor Kennedy

I hereby certify that the foregoing ordinance was finally passed by the Board of Supervisors of the City and County of San Francisco

John L. Taylor
Clerk

File No. 97-94-25

AUG 4 1994
Date Approved

Frank M. Jordan
Mayor

HUMAN RIGHTS COMMISSION

September 6, 1994

The Minutes of this meeting are missing.

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Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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CITY AND COUNTY OF SAN FRANCISCO

25 VAN NESS AVENUE
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SAN FRANCISCO, CALIFORNIA 94102

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EXECUTIVE COMMITTEE MEETING

THURSDAY, SEPTEMBER 8, 1994

3:30 P.M.

AGENDA

1. Advisory Committee's roles and responsibilities

2. Priorities and guidelines for Commission agenda items and position papers.

   a) Procedures for Setting Agenda Items.

3. Hiring procedures for HRC Staff: making sure we are role models for procedures we enforce for contractors and other City departments.

4. Role of the Executive Director and Commissioners

5. Update on status of Secretary for Commission

   a) budget/fund-raising.
   b) structure-comparisons with other Commissions.
   c) job duties.

REGULAR MEETING

THURSDAY, SEPTEMBER 8, 1994

4:30 P.M.

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

(a) Regular meeting of August 11, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

(a) Executive Committee meeting of September 8, 1994.

(b) Commendations to Friends of the HRC for their work on the 30th Anniversary.

5. REPORT OF THE DIRECTOR

(a) 1994-95 City Budget update.

6. COMMITTEE REPORTS

(a) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner James Haskell Mayo, II., Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

(2) Adoption of Resolution urging support for Senate Bill S. 2238 (Kennedy, et al), prohibiting employment discrimination on the basis of sexual orientation.

(3) Adoption of Resolution in support of San Francisco Board of Resolution opposing Assenbt Constitutional Amendement 47 which would eliminate MBE/WB^E programs relating to the operation of the State's system of public employment, public education and public contracting.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, October 6, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(b) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) Adoption of letters objecting to the negative stereotypes of Arabs and Arab-americans in the Movie: True Lies.

(2) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, September 27, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(c) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) Adoption of proposed changes to the Parent and Student Handbook to be recommended to the SFUSD.

(2) Approval of letter to the San Francisco Chronicle commending their August 19, 1994 article: "Teenagers Hunt Jobs - for Others".

(3) Adoption of Certificates of Commendation for former Committee members Lily Gee Hickman and Javier Reyes.

(4) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, September 29, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, September 29, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Larry Brinkin, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, September 20, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, SEPTEMBER 22, 1994

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, SEPTEMBER 8, 1994.

NEXT MEETING

DATE: September 22, 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, 8th Floor
San Francisco, CA 94102
Conference Room

Commission Chair Lucille Abrahamson called the meeting to order at 4:45 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Gloria Davis; Katheryn Fong; Sharon Gadberry; May P. Jaber; Jeanette Lazam; Calvin Y. Louie; James Mayo; and Resa Peay-Wainwright.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Brian Chue, Maria Cordero, Bayard Fong, Cynthia Goldstein, Jacquie Hale, Carolyn Hom, Don Hesse, Gail Roberts, and Mary Gin Starkweather.

Guests: Lori Giorgi, City Attorney.

APPROVAL OF MINUTES

***Moved (Mayo)\Seconded (Jaber)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of August 11, 1994 with one correction; third paragraph on Page 3, change commodities to communities.

GENERAL COMMUNICATIONS

The General Communications file was circulated. It was noted that, in accordance with the Sunshine Law, there was a copy of this file available for public review.

REPORT OF THE CHAIR

Commissioner Abrahamson reported that the Executive Committee meeting preceded the Commission meeting. There were several issues discussed. Among these were the rules and regulations for advisory committee members. It was decided that, at least once a year the members of the Committee should receive copies of the HRC overview, and the Guidelines for Standing Committees. Each Committee chair will also discuss this items at their respective meetings. The Commission also discussed hiring practices, the Director will share the process that the staff will follow. Also briefly discussed was the Commission secretary position and possible fund raising for that position.

Commissioner Gadberry stated that it was discussed that HRC hiring practices was directed at HRC as a role model for other City and County departments and contractors.

Commissioner Abrahamson reported that the Vice-Chair of the Youth and Education Committee is Commissioner Katheryn Fong and Commissioner Mayo is now the Vice-Chair of the Employment Committee.

REPORT OF THE DIRECTOR

Director Lee reported that there were draft letters commending the Friends of the Human Rights Commission on their 30th Anniversary Celebration, and the SF Giants for their "Until There is a Cure" game.

Budget Update

Director Lee related that there was a mini crisis from the Mayor's Office of Budget in their efforts to close a gap in excess of $9 million. The HRC has been asked to cut yet another $5,000 out of the General Fund budget as part of this effort.

15th Annual National Minority and Women Business Conference.

This Conference was held in Seattle. Director Lee was invited by the Department of Transportation from the State of Seattle and Norm Rice the Mayor, to be on a panel. Director Lee spoke specifically about prompt payment. There were over 350 people from all over the Country. There were several requests from other cities regarding our

bonding, prompt payment, and overall MBE program. This City's program is well received and sought after by many other cities.

COMMITTEE REPORTS

a) Employment Committee

1) Committee Report

Commissioner Gadberry stated that the Employment Committee heard a presentation by Mr. Millard Larkin, Coordinator for the High Risk Disadvantaged Youth Employment Program. The HRC participated in a youth Job Fair, which had a very good turnout.

The racial designations that the U.S. Census uses are being discussed. This issue is very important because program funds are based on the U.S. census population figures.

Commissioner Gadberry reported that Fank Anderson participated in interviews of entry level police officer candidates for the Police Department.

Implementation of the Local Hiring Program is being considered. Director Lee held a meeting to discuss ways of implementing the program in cooperation with various community groups.

2) Adoption of Resolution urging support for Senate Bill S.2238 (Kennedy, et al) prohibiting employment discrimination on the basis of sexual orientation.

3) Adoption of Resolution in support of the San Francisco Board of Supervisors' Resolution opposing Assembly Constitutional Amendment 47 which would eliminate MBE/WBE programs relating to the operation of the State's system of public employment, public education and public contracting.

***Moved (Gadberry)\Seconded (Mayo)\Passed unanimously to adopt these resolutions.

Director Lee related that at 2:00 p.m. on Tuesday, September 13, the HRC has been requested to attend at the Board of Supervisors Social Policy and Economic Vitality Committee regarding both pieces of legislation.

Frank Anderson stated that he was asked to serve on the panel to select new police officers. According to Mr. Anderson, the one week he served was one of his most

rewarding experiences for him. The panel interviewed 527 people, for 20 minutes each. Mr. Anderson observed that it has been 21 years since there was a lawsuit filed by African American police officers alleging discrimination in hiring practices by the San Francisco Police Department. This lawsuit was joined by several other organizations. The Police Department's hiring practices improved; however, the new focus is on promotional practices for the upper level positions at the Police Department.

Answering a question from Commissioner Daddio, Deputy City Attorney Lori Giorgi related that, the Chief of Police will be appointing eight lieutenants and six captains. Of the six captain appointments, three will be female. This will be the first time that the Police Department will have female captains. These are temporary appointments, awaiting a captain's exam a year and a half from now. Ms. Giorgi stated that the Police Department is now able to hire police officers from other municipalities and this will enhance the pool of available candidates.

Mr. Anderson explained that the Police Department has been doing everything possible to achieve parity for minorities on the job.

Director Lee related that several weeks ago, the Housing Authority planned to restructure their agency. Their plan was to terminate 27 clerical workers. Of these 27, 95%, were African American women. Mr. James Martin, on behalf of the Committee on African American Parity, spent a full week with management and labor and with the employees intended to be terminated. Out of the 27 jobs, 14 have been restored and the others are under reviewed. He congratulated Mr. Martin for pursuing the issue and getting these results.

Commissioner Lazam requested that the U.S. Census ethnicity be studied. Commissioner Abrahamson requested that the Issues and Employment Committees work together to address this issue.

Director Lee distributed an article regarding ethnic designations.

Issues Committee

1) Adoption of letters objecting to the negative stereotypes of Arabs and Arab-Americans in the Movie: True Lies.

2) Committee Report

Commissioner Jaber stated that the Issues Committee is doing an outreach to Hispanics and African American communities for membership. Commissioner Jaber reported that the Committee is working to generate a report on Public hearing on

Criminal Justice and Incarceration Issues. Commissioner Jaber related that she had been receiving calls from the Arab American community, outraged at the way they are being portrayed at the movie in "True Lies". They were concerned not only about the racist stereotypes of Arab peoples portrayed on the screen but the potential for hate violence might be generated as a result. The Community had met with Twentieth Century Fox but the result had an ineffectual disclaimer placed at the end of the credit, following the assurance on the ethical treatment of animals. The Committee had discussed the issue and decided to send letters to the studio which released the movie and the theater in San Francisco which was showing the film. The letters were presented to the Commission for approval.
***Moved (Jaber)\Seconded (Gadberry)\Passed unanimously to send the letters objecting to the negative stereotype of Arab and Arab-Americans in the Movie: True Lies.

Youth and Education Committee

Commissioner Davis reported that the Youth and Education Committee met on August 18, 1994. The Committee proposed four action items.

1) Adoption of proposed changes to the Parents and Student Handbook to be recommended to the SFUSD.

2) Approval of letter to the San Francisco Chronicle commending their August 19, 1994 article: "Teenagers Hunt Jobs - for Others".

3) Adoption of Certificates of Commendation for former Committee members Lily Gee Hickman and Javier Reyes.

***Moved (Davis)\Seconded (Mayo)\Passed unanimously to approve the above items.

4) Committee Report

Commissioner Davis reported that she had attended a meeting at the Mayor's Office of Children Youth and their Families. At that meeting, several issues were raised. Commissioner Davis invited the different community organizations to participate in the next Youth and Education Committee meeting. She reported to them on the planning for the Youth Summit.

Commissioner Davis announced reported that she is now working with the SFUSD in charge of public information in addition to serving as the Superintendent's liaison to the Board of Supervisors. In addition, she is supposed to do outreach to parents.

Commissioner Davis explained that she also met with the Director of Public Housing in

the State Department of Education. She was informed that 80% of African American children who attend public school in San Francisco live in public housing.

The next meeting of the Youth and Education Committee is scheduled for September 29, 1994.

MBE/WBE/LBE Advisory Committee

Commissioner Peay-Wainwright reported that she had not been at the last Committee meeting, as she had attended the International Human Rights Conference. Commissioner Gomez Daddio asked Jacquie Hale to report.

Ms. Hale stated that the MBE/WBE/LBE Advisory Committee met on August 18, 1994. She reported to the Committee about set-asides and bonding. The Committee is working on several issues through task forces. One task force is in charge of subcontracting in professional services; and one task force addresses business and suppliers. Public comment was heard from brokers and suppliers. Changes and recommendations will be discussed and approved by the Committee for later presentation to the Commission. Ted Wang, representing the Coalition for Economic Equity, made a presentation on their efforts with Presidio and the National Park Service. The Committee has agreed to invite the Park Service representatives at the Presidio to attend Committee meetings and discuss its efforts regarding MBEs/WBEs in the Presidio conversion and operations. The Committee has had an initial discussion regarding implementation of the MBE/WBE/LBE program by the Mayor's Office of Housing.

In response to commissioner requests at the previous Commission meeting, Ms. Hale reported on the backlog of certification applications. She explained that there was a backlog of approximately 240 certifications and recertification applications. Commissioner Gadberry requested that a list be generated to show how many certification applications were denied and the reason for denial.

Commissioner Mayo asked that a list be generated on how many applications were received from African Americans, Asian and Latinos MBEs and WBEs. Ms. Hale stated that the database system has not yet been set up to report by demographics categories. She has a general report showing how many firms are certified with the Human Rights Commission and their ethnicity; however, the applications received are not logged in by demographic categories. Commissioner Mayo requested that the report then should show how many applications were denied, what ethnic background these were, and the reason for the denial.

Commissioner Louie asked if minority businesses with pending applications were penalized at time of bidding. Director Lee responded that businesses are told to inform

project manager know that they have a pending certification application with the HRC. The Contract Compliance Officer responsible for that project will expedite the certification application process.

Ms. Hale noted that applications are generally reviewed in priority order, with first priority given to certification rather than registry applications, in the order in which they were received, with the exception of certification applications related to City contracts, which are given even higher priority, in order to try to resolve them by specific contract dates.

Mary Gin Starkweather explained that she personally certifies about 15-20 applications a year when they are pending for contract bidding. She prefers that the certification is processed completely by the bid time thus preventing protests if they are denied certification and are unable to receive the contract.

Commissioner Gadberry asked what time frame does the Certification backlog will be completed. Director Lee stated that Contract Compliance Officers will handle over the next 30-60 days and complete the backlog.

Commissioner Mayo asked if there is a way that the certifications be processed as provisional based on a questionnaire, etc. Director Lee stated that there is no process at this time; he noted the serious problems that might exist if a firm was certified in error as a result. He stated that there is a provisional status at this time, in that the Director makes a decision upon the business being denied. The issues are looked at by the Director and the decision is then made. An example is a business who does not have their license, but are scheduled to take the exam, the certification is then given provisionally until the time of the exam when they provide proof that they have received their license.

Commissioner Gadberry asked if there is outreach is done to recruit particular types of businesses for certification. Mary Gin Starkweather stated that workshops are held throughout the City regarding the minority business enterprise program; the HRC's backlog is also minimal compared to other agencies, noting that becoming certified by Caltrans may take 9 months to a year, and they do not do an in-depth certification or site visits as the HRC does.

Ms. Hale stated that many of the applications included in the backlog include those from businesses which do not include all the required documentation or are not planning on bidding on City contracts, and many other jurisdictions both public and private accept HRC certifications. She also noted that staff frequently provides assistance to businesses in completing their applications, including help over the phone and for "drop-in" appointments.

UNFINISHED BUSINESS

Director Lee announced that Assistant Attorney General for Civil Rights, Deval Patrick, has agreed to visit. The date is set for Thursday, October 6, 1994 at noon. The HRC is co-sponsoring with the Lawyers' Committee for Civil Rights. The HRC can invite 100 people for this reception. Please submit names to Don Hesse.

Justice Breyer has expressed interest in visiting San Francisco for the HRC to hold a reception. Shirley Black, Justice Stephen Breyer's aunt is assisting the HRC in obtaining a date.

The MED-WEEK is having their regional awards banquet on Thursday, September 22, 1994 at 6:00 p.m.

NEW BUSINESS

Commissioner Lazam reported that she will be in Washington, DC on the 30th, participating in a conference regarding the impact of AIDS/HIV. Commissioner Lazam will be reporting on women and HIV. Commissioner Lazam explained that AIDS/HIV was the sixth leading cause of death among Latino and African American women; however, housing and medical priorities are not set for these women.

CALENDAR MATTERS

All committees meet in the 8th floor conference room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Thursday, October 13, 1994 3:30 p.m.
EMPLOYMENT	Thursday, October 6, 1994 2:00 p.m.
ISSUES	Tuesday, September 27, 1994 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, October 18, 1994 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, October 20, 1994 5:30 p.m.

YOUTH AND EDUCATION

Thursday, September 29, 1994
3:30 p.m.

ADJOURNMENT

Commissioner Daddio adjourned the meeting at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

W:\MLC\MIN94\98

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of September 8, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

5. REPORT OF THE DIRECTOR

6. COMMITTEE REPORTS

   (a) Youth and Education Committee
   Commissioner Gloria R. Davis, Chair
   Commissioner Katheryn M. Fong, II, Vice Chair
   Gail P. Roberts, Committee Staff

   (1) Youth Summit Update.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, September 29, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

   (b) Lesbian Gay Bisexual Transgender Advisory Committee
   Commissioner Jeanette Lazam, Chair
   Larry Brinkin, Committee Staff

   (1) Committee Report.

   (2) Acceptance of Report on Transgender Public Hearing.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, October 18, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, September 27, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Wednesday, September 21, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner James Haskell Mayo, II., Vice Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, October 6, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, OCTOBER 13, 1994

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CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, SEPTEMBER 22, 1994.

NEXT MEETING

DATE: October 13, 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, 8th Floor
San Francisco, CA 94102
Conference Room

Commission Vice Chair Mary Gomez Daddio called the meeting to order at 4:45 p.m.

ROLL CALL

Commissioners

Present: Mary Gomez Daddio, Vice-Chair; Gloria Davis; Katheryn Fong; Sharon Gadberry; May P. Jaber; Jeanette Lazam; Calvin Y. Louie; James Mayo; and Resa Peay-Wainwright.

Excused: Lucille Abrahamson.

HRC Staff

Present: Edwin M. Lee, Director; Larry Brinkin, Brian Cheu, Maria Cordero, Cynthia Goldstein, Jacquie Hale, Don Hesse, Richard Norton, Gail Roberts, Pansy Waller, and Gary Wong.

Guests: Barbara Anderson, Center for Special Problems; Carolyn Bailey, Bailey Enterprise; Steven Bailey, Bailey Enterprise; James Green, FTM; Lori Giorgi, City Attorney; Dawn Holland-Erwin, Transgender Nation; Anna Hoffman, American Indian AIDS Institute Inc.; Camille Moran; Shelley Elvira Salieri; and Kiki Whitlock, LGBTAC.

APPROVAL OF MINUTES

***Moved (Mayo)\Seconded (Peay-Wainwright)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of September 8, 1994.

GENERAL COMMUNICATIONS

The General Communications file was circulated. It was noted that, in accordance with the Sunshine Law, there was a copy of this file available for public review.

REPORT OF THE DIRECTOR

Budget Update

Director Lee reported that there are no changes with the budget as reported at the last meeting. The Board of Supervisors and the Mayor's budget office are getting close to a compromise settlement on the $9 million gap for the FY 94/95 General Fund Budget.

Director Lee reported that October 20, 1994 the California Association of Human Rights Organizations (CAHRO) will hold its annual conference in Orange County. They have made a concerted effort to involve the HRC throughout the state. The Conference will focus on orienting Commissioners.

MED-Week

Director Lee reported that the U.S. Department of Commerce declared this week the official Med-Week (Minority Enterprise Week). There is a concurrent celebration at the Parc Hyatt Hotel in Oakland recognizing National Minority businesses. The Human Rights Commission will be represented by staff.

Assistant Attorney General's visit

Director Lee reported that the HRC is co-sponsoring a reception with the Lawyers Committee for Civil rights for Mr. Deval Patrick, Assistant Attorney General for Civil Rights, on Thursday, October 6, at noon. The place has not been determined as yet; however, the number of people is limited to 100. The HRC is receiving priority sign-ups.

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Lazam reported that the LGBTAC meeting took place on Tuesday, September 20, 1994. The Committee discussed the need to revise the committee guidelines to reflect the committee's current description. There will be more discussion at the next meeting and suggestions will be then brought to the Commission. The Committee is also working towards approval of a letter to Governor Wilson regarding his veto of the domestic partnership bill. Commissioner Lazam introduced Transgender Task Force Chair Kiki Whitlock.

Ms. Whitlock expressed appreciation for the support of the Commissioners and Director Lee in holding the public hearing on May 12, 1994 on Discrimination against the Transgender Community. From the hearing findings and recommendations were previously approved by the Commission and now the Task Force has presented a full report on the Transgender public hearing. Kiki Whitlock introduced the principal author of the report, James Green. Mr. Green stated that it was a privilege to have worked with the HRC staff and the Task Force. He noted some changes to the draft of the report, including the addition of a resource guide and some changes in summarizing of testimony.

Shelley Elvira Salieri thanked the Commission and stated that she believes this is a great time in history when the people could come forward openly and signal their acceptance of, and advocacy for, the Transgender cause. The Board of Supervisors is working with HRC staff and the City Attorney on drafting an ordinance extending anti-discrimination protection to the Transgender community. It is expected to be approved by the end of the year.

***Moved (Lazam)\Seconded (Mayo)\Passed unanimously to adopt the report and recommendations of the Transgender Task Force and the Lesbian Gay Bisexual Transgender Advisory Committee.

Staff member Larry Brinkin thanked James Green for writing the report and commended him for an excellent piece of work.

MBE/WBE/LBE Committee report

Commissioner Mary Gomez Daddio asked Director Lee to report.

Director Lee reported that the Bonding Program is in its third month, and David Castillo the consultant has begun to interview a number of minority firms in need of bonding assistance. To date there are two construction firms, one African American

business and one Latino owned, which have been pre-approved for bonding. In addition, there are four additional firms that are at various stages of approval. There are four other firms who are awaiting bonding pre-approval to bid for the Bayview Police station. In addition, there will be several dates set for outreach.

Mr. Lee met with the SFUSD and they have indicated their desire to join the HRC's bonding program. In joining the bonding program the SFUSD will contribute a set amount to the existing pool of money for the bonding program. The next step is to meet with the Grounds and Buildings Committee.

The Contract Compliance staff at the HRC is also working towards commitment with the bonding program. They are looking at what set-asides are needed and for what contracts; there is a commitment from the Airport on finalizing a set-aside. The Airport will be guaranteeing 100% minority participation. ARISCO is the company which has been chosen by the Airport to do the bonding program.

David Castillo, together with the Surety companies, are working to guarantee the purchase of supplies for the construction job. With the City guaranteeing the supplies the banks are more willing to guarantee the job.

Answering a question from Commissioner Gadberry, Director Lee reported that bonding a company varies in time, depending on how well a company has kept its records. There are some businesses who have their records literally in a shoe box. Mr. Castillo is also developing a training session for minority businesses.

Answering a question from Commissioner Gadberry, Director Lee stated that for the first year he is targeting about 20 businesses.

Jacquie Hale reported that Director Lee issued a memorandum to all Contract Compliance staff requesting that they help with the backlog of 200 firms with pending certification applications. Director Lee stated that the staff goal is to clear the backlog within a month to a month and a half. Director Lee stated that he would like to implement "certification nights" where the firms would come in to become certified.

Anwering a question from Commissioner Gadberry about reciprocal certification, Ms. Hale stated that the HRC is in the process of establishing a reciprocity agreement with Caltrans; however, their certification process is somewhat different than ours and, in order for the HRC to comply with the Ordinance, we will still need to review each application to ensure that City requirements are met. Director Lee stated that the HRC has a reciprocity agreement with members of the Bay Area Contract Compliance Officers Association, which includes the City of Oakland, the Port of Oakland, and the East Bay Municipal Utilities District. This agreement enables the HRC to accept the information

gathered by BACCOA member agencies on individual businesses applying for certification by the HRC, and to focus our review on those unique requirements of our Ordinance. Commissioner Mayo stated that a report on ethnicity of pending applications would help in instituting availability for upcoming projects for the SFUSD, the Airport and others. Ms. Hale stated that the database used to track pending applications currently is designed only to track the ethnicity for which they are ultimately certified, so that it may not be helpful in determining availability. She added that data regarding ethnicity has begun to be entered fairly recently, and was not routinely "proofed" until an application was being completed. She reported that in response to the Commission's request, there have been 80 denials since January 1992. Of these, 19 WBE applications were denied, 11 were from white owned businesses; reasons for denial included lack of sufficient independent control for women owners (5); exceeding the limits for determining economic disadvantage (7); not having a local office (2); also, 1 application was withdrawn, 3 had insufficient documentation, and 2 had no information entered in the computer, and so needed to be identified. Of the 25 MBE applications denied, 8 were Asian owned businesses, 3 were Black owned businesses, 4 were Latino owned businesses and 10 had no ethnicity entered in the computer. Most of these denials were based on being over the economic disadvantage limits, and 2-3 involved applicant owners whose ethnicity was not included in the current definition of "minority" (e.g., Portuguese, Spanish, or American Indian). She noted that the HRC began the American Indian Business Development program in order to work towards the inclusion of American Indians in the program. She also noted that two MBEs appealed the denial and the appeal was granted. Answering a question from Commissioner Mayo, Director Lee stated that the ethnic breakdown is probably needed. At the Contract Compliance conference he attended earlier this year, similar agencies across the country discussed that the majority of their denials are for those businesses owned by non-minority women. Commissioner Fong suggested that the certification applications should have bullet points regarding the requirements therefore people would be aware if they qualify or not. Discussion followed regarding the certification application and the need for certification workshops. These issues were referred to the MBE/WBE/LBE Committee. Copies of applications were distributed to the Commissioners.

Carolyn Bailey; an applicant for certification as a minority and woman-owned business, spoke in general regarding the certification process and requirement related to determining control of a business.

Commissioner Gomez Daddio noted that the issue would be discussed at the Committee and it would make recommendations. Commissioner Gadberry requested that a joint meeting of the Employment and the MBE/WBE/LBE Community Advisory Committees.

Youth and Education Committee

No Committee Report

Employment Committee

Commissioner Gadberry stated that there are on-going meetings regarding the Local Hiring Ordinance. The next meeting is September 29, 1994 at 10:00 a.m.

VISITORS

Anna Hoffman from the American Indian AIDS Institute stated that since May 25, 1994 their program was defunded. The contract in the amount of $700,000 was taken from them. She requested that the Commission look into the violations against American Indians and she submitted a report for the Commission to review. There are members who are non-profit and American Indian owned businesses. Ms. Hoffman stated that her committee was not included in the negotiations nor did they participate in the process. Ms. Hoffman stated that she is still working without a salary. She has lost everything she owns; however, she is still servicing the American Indian community because once again they are being pushed away and told they are not entitled to services. The Committee meets every first Friday. The Board of the American Indian AIDS Institute meets on Thursday, September 29, 1994.

Director Lee stated that Supervisor Kennedy is holding a hearing on Tuesday, September 27, 1994 regarding American Indians.

***Moved (Mayo)\Seconded (Gadberry)\Passed unanimously to hold a Planning Session to establish priorities of the Human Rights Commission and to develop a plan of action to set up a framework and establish a priority list. The Commission will begin discussing priorities at the Executive Meeting of October 13, 1994.

CALENDAR MATTERS

All committees meet in the 8th floor conference room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Thursday, October 13, 1994 3:30 p.m.
EMPLOYMENT	Thursday, November 3, 1994 2:00 p.m.
ISSUES	Tuesday, October 25, 1994 5:30 p.m.

LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, October 18, 1994 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, October 20, 1994 5:30 p.m.
YOUTH AND EDUCATION	Thursday, October 20, 1994 3:30 p.m.

ADJOURNMENT

Commissioner Daddio adjourned the meeting at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

W:\MLC\MIN94\922

City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

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EXECUTIVE COMMITTEE MEETING

THURSDAY, OCTOBER 13, 1994

3:30 P.M.

AGENDA

1. Framework for discussion of an HRC Plan of Action to Respond to Community Issues.

2. Setting up a Planning Session for developing an HRC Plan of Action and establishing HRC Priorities.

3. Update on status of Secretary for Commission

REGULAR MEETING

THURSDAY, OCTOBER 13, 1994

4:30 P.M.

REVISED AGENDA

ORDER OF BUSINESS

1. ROLL CALL

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of September 22, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Executive Committee meeting of October 13, 1994.

5. REPORT OF THE DIRECTOR

(a) 1994-95 City Budget update.

(b) HRC/Lawyers Committee Reception for Assistant Attorney General, Deval Patrick.

6. COMMITTEE REPORTS

(a) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Larry Brinkin, Committee Staff

(1) Approval of letter to Governor Wilson, condemning veto of domestic partners bill.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, October 18, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, October 25, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(c) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner James Haskell Mayo, II., Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 3, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(d) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

(2) Certification Backlog Report.

(3) Certification Denial Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, October 20, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, October 20, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, OCTOBER 27, 1994

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MINUTES OF THE COMMISSION MEETING OF THURSDAY, OCTOBER 13, 1994.

NEXT MEETING

DATE: October 27, 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue, 8th Floor
San Francisco, CA 94102
Conference Room

Commission Vice Chair Mary Gomez Daddio called the meeting to order at 4:45 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Katheryn Fong; Sharon Gadberry; May P. Jaber; Jeanette Lazam; Calvin Y. Louie; and James Mayo

Excused: Gloria Davis and Resa Peay-Wainwright.

HRC Staff

Present: Edwin M. Lee, Director; Frank Anderson, Larry Brinkin, Brian Cheu, Maria Cordero, Jacquie Hale, Nat Mason, and Gail Roberts.

APPROVAL OF MINUTES

***Moved (Mayo)\Seconded (Jaber)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of September 22, 1994.

GENERAL COMMUNICATIONS

The General Communications file was circulated. It was noted that, in accordance with the Sunshine Law, there was a copy of this file available for public review.

REPORT OF THE DIRECTOR

Budget Update

Director Lee reported that there had been an agreement reached between the Mayor and the Board of Supervisors. The HRC's budget will not be cut any further. Because of work orders with other City departments and the need of contract compliance, the HRC will actually be able to possibly add staff.

General Staff Meeting

Director Lee reported that on October 5, 1994, there was a staff meeting discussion on ideas concentrating in two areas, staff development and management structure. There was a lot of participation. There will be changes made at the management level to reflect the staff ideas. The next step is to meet in individual groups. The goal is to prepare staff to implement the new ordinances as well as existing ordinances and to prioritize the Commission's wishes as well.

Reception for Deval Patrick, Assistant Attorney General

Director Lee reported that the reception for Mr. Patrick was very successful. There were over 100 people in attendance. Mr. Patrick explained how the Office of Civil Rights is actually organized. He made an excellent presentation on cases they are pursuing. Mr. Patrick has been invited to return and visit. The reception gave an opportunity for civil rights leaders to get together and discuss their priorities.

REPORT OF THE CHAIR

Executive Meeting

Commissioner Abrahamson reported that the Executive Committee met at 3:30 p.m. and discussed several issues. The KFRC issue was discussed, Director Lee will report further under New Business. There was a long discussion on a plan of action to respond to community issues. A planning session was scheduled for Wednesday, November 9, 1994.

Commissioner Abrahamson observed that several Commissioners attended the Deval Patrick reception. Commissioner Abrahamson stated that there were high hopes that, no matter what happens on election day, the Federal government will be working with the City, something that is not always true.

COMMITTEE REPORTS

Lesbian Gay Bisexual Transgender Advisory Committee

(1) Approval of letter to Governor Wilson, condemning veto to Domestic Partners Bill.

Commissioner Lazam called upon staff member Larry Brinkin for the presentation. Larry Brinkin reported that Governor Wilson had vetoed the Domestic Partners Bill. This Bill would have provided for a registration system similar to the one that is currently in force in San Francisco. It would have guaranteed domestic partners of all kinds, (not just couples but also people living together because of financial reasons, such as senior citizens) the right to visit their partner in the hospital or in jail. It would have provided a provision to become a domestic partner servitor as spouses can now do. The Committee is requesting that the letter be approved by the Commission.

Answering a question from Commissioner Gadberry, Mr. Brinkin reported that the Domestic Partnership Bill has a divorce clause. The divorce is done in writing and the person cannot sign up for another domestic partnership for six months.

***Moved (Gadberry)\Seconded (Mayo)\Passed unanimously to approve the letter to Governor Wilson, condemning his veto to the Domestic Partnership Bill.

Issues Committee

Commissioner Jaber reported that the Issues Committee is discussing recommendations arising from visits to alternatives sites from jails. The next committee meeting is scheduled for October 25, 1994, at which time the recommendations will be discussed. These recommendations will be brought to the full Commission for approval and then submitted to the Mayor. This issue will be discussed further. The Mayor is doing a lot of work on alternatives to jail. The submittal will be directly to the Mayor.

Commissioner Daddio stated that the Mayor is, in anticipation of receiving criminal justice funds, exploring how these funds are going to be disbursed. Commissioner Mayo suggested that Jim Martin, Coordinator of CAAP, be invited to participate in the culmination of the report.

Employment Committee

Commissioner Gadberry reported that the Employment Committee met on October 6, 1994. There were several presentations. James Bryant, Vice-President of United Public Employees - Local 790, reviewed the contract settlement with the City and County of San Francisco, including describing the process. The extensive contract

improvement includes; the transition of over 1600 provisional/temporary employees to permanent status; an additional $.30 per hour longevity pay for workers continuously employed by the City for 10 or more years; an end to mandatory furloughs; binding arbitration on discipline and discharge grievances; continuation of pay equity and word processing premium; citywide instead of departmental bumping by seniority in the event of layoffs; a week's pay for each year worked for anyone losing their job by contracting out; and dozens of other contract upgrades such as night shift and bilingual premiums, out of class pay, educational leave, provisions for uniforms and faster replacement of undelivered paychecks. These items are in exchange for wage and immediate pay increases.

Another presentation was made by Gil Gordon, Executive Director, Inglewood Community Center, who highlighted the Center's role, purpose and activities which included: computer literacy training, neighborhood empowerment, cultural enrichment, summer youth employment, job development for youth, recreational activities and criminal intervention and support in the Ingleside District.

Mr. Anderson reported on two recent meetings held with community organizations to obtain their ideas regarding the implementation of the newly enacted Local Hiring Ordinance. Mr. Anderson reported that the Local Hiring Ordinance addresses prime contractors. Most of the employment is done at the subcontracting level. Another question is the 30 day period of determining local residency; the Committee believes that the residency period should be from 6 to 9 months. Director Lee stated that there is agreement between the parties, including the City Attorney, that this will be a very difficult Ordinance to enforce. Commissioner Gadberry stated that one of the issues brought up was that the Ordinance was approved without any 'Croson' studies to back it up, thus making it more difficult to enforce.

Representatives from Aboriginal Blackman Unlimited shared, with the Employment Committee, their purpose and goal to obtain employment opportunities and services for Blacks, especially in the Bayview Hunter's Point district; John Hines was the primary spokesman.

Commissioner Gadberry reviewed the Guidelines for Standing Committee and the HRC Overview with the Committee in an effort to focus Employment Committee members and members of other committees on the Commission's structure to standardize procedures and protocol. All HRC committees are involved in this process. Commissioner Gadberry reviewed the mission of the Committee to explore this topic for educational awareness and advice to the Commission in developing public policy. It was agreed that additional resources would be obtained for developing ideas and discussion would continue.

MBE/WBE/LBE Advisory Committee

Commissioner Daddio stated that there has not been a meeting held; therefore, there was no Committee report. There is a report on certifications. Jacquie Hale explained that contract compliance staff has been assigned 120 certification backlog applications. Ms. Hale related that 4 are completed; 8 are ready for certification letters; 11 are almost ready and needing only a final review; 6 need additional documents; 3 have a site visit scheduled; 17 are being actively reviewing. This accounts for a little less than half, within two weeks after the assignment. Regarding the denials; 3 were not local businesses (1 African American firm, and 2 not identified), 10 were denied because they exceeded the economic threshold (1 African American, 5 Asians, 4 White women), 6 women applicants were denied because they did not establish their independent ownership from the male of the company, or they did not established their 51% ownership (1 Latino, 4 white women, 1 Latina), 2 were denied because they did not fit the Ordinance's definition of minority (one was Portuguese, the other American Indian). This made a total of 23 denials.

Answering a question from Commissioner Gadberry, Ms. Hale reported that businesses must show that they do not exceed their economic threshold by total gross receipts sales for the last three years.

Anwering a question from Commissioner Mayo, Ms. Hale stated that the latest report of contracts awarded was the one given for 1991/92 fiscal year.

Director Lee stated that the two programs that will enhance Black firm participation in the MBE/WBE program are the: Bonding Program, which is meeting with success in that respect, and the Contract Set-Aside program. Recently, the HRC authorized the San Francisco International Airport to go ahead with 6 contracts averaging $100,000 each Set Aside for African American firms. The agreement is with the Airport and others departments including, DPW's, Bureau of Architect and Bureau of Engineering. The Airport will be announcing it officially at their Commission meeting. The Airport has set a meeting for Saturday, October 22, 1994 from 11:00 a.m to 1:00 p.m. at the Southeast Facility, specifically to inform African American firms; The HRC staff at the Airport will join the Airports Commission.

Director Lee reported that the Mayor had asked him to attend a meeting in San Jose. The Mayor is presently negotiating a facility at Treasure Island which is transitioning ownership to the City of San Francisco he met with the U.S. Department of Labor's, Job Corp, who operate a large youth training facility. Job Corp is a national program with a good reputation in helping youth, supplementing their education, and offering job training. They provide young people with a stipend, clothing and supplies. The HRC was involved to begin the M/WBE side of the contracting. Director Lee also advised

them in regards to the Naval shipyard. They are beginning with putting together the subconsulting professional services list. The facility will cost approximately $50-70 million once it is finished. Director Lee reported that he felt privileged to be in the front-end negotiations of such a big program.

Youth and Education Committee

Staff member Gail Roberts reported on the following:

- The Youth and Education Committee met on Thursday, September 29, 1994. The meeting regularly scheduled for September 15, 1994 was canceled because of the religious holiday.

- Discussion of the pros and cons on Proposition R, a Policy Declaration on establishing a Youth Commission, on the November ballot, was calendared. Ruben Marquez of Alianza spoke in favor of Proposition R, Supervisor Alioto's office (the author of this ballot measure) had invited this young person to make the presentation on their behalf. Juli S. Holst and a camera man from KRON sought to video tape Ruben Marquez's remarks during the meeting as well as interview him outside of the conference room. Staff prepared a memorandum summarizing the opposition to Proposition R.

- The September meeting featured a continuation of the round table discussion of the experiences of youth service workers, with the directors of Columbia Park Boys Club and Larkin Street Youth Center participating.

- Rod Amis, Mariposa Youth Leadership & Education Services, discussed The Myles Apprenticeship Platform: "Mobilizing for Excellence - A Model for California High School Apprenticeships". Copies of this Platform are being distributed to members of the Committee. Mr. Amis had previously spoken before the Employment Committee.

- The Committee received an update regarding the planning for the Youth Summit. Holly Krassner, the Public Information Officer for KQED, informed staff that, while KQED expressed interest in the idea of a Youth Summit, they do not have funding available for this project. We are exploring a scaled down Youth Summit which might utilize radio rather than television.

- The October 20, 1994 meeting will hear a presentation by Dr. Roger Tom, Program Director, SFUSD Instructional Improvement and Professional Development, on the School District's Program Development and

Instructional Support Program; consider action on a Resolution addressing Diversity; and receive an update on planning for the Youth Summit.

UNFINISHED BUSINESS

KFRC Issue

Director Lee stated that this issue was discussed at the Executive Committee meeting. The HRC has received a number of complaints. The complaints began with a particular episode, a pseudo-rap session on KFRC radio station that had made an ethnic parody of the judge in the O.J. Simpson trial. The groups that are reporting to the HRC believe that it was very racist and full of stereotypical comments. The community appealed to this Commission because there was a settlement reached in May of this year with very active involvement of Commissioners Earl Rynerson, and Calvin Louie. The HRC reached agreement with KFRC that, the Radio Station would not permit their radio personalities to use the status or race, the gender of persons or groups of persons to be the brunt of humor. This new incident was believed to be in direct violation of this settlement agreement. There are requests that the HRC hold a special meeting on this matter. The KFRC General Manager was extremely apologetic as well as wishing very much to cooperate with this Commission to try to deal with the situation. The General Manager requested that the song not be aired. He did indicate that he wished to come to this Commission and present his views to assure the HRC that he, as the General Manager, did not agree with permitting this to happen.

Commissioner Mayo stated that the General Manager should air something to "dispel the myth" about racial, gender, and sexual orientation myths, and request that Mr. J. Paul Emerson, the D.J., and dialogue on how harmful and how disaffirming race, gender and sexual orientation jokes are in terms of our community.

Commissioner Gadberry stated that she would like to see the General Manager come before this Commission.

***Moved (Mayo)\Second (Louie)\Unanimously in favor to hold a special hearing to hear from community organizations in respect to the KFRC matter.

NEW BUSINESS

RESOLUTION COMMENDING MR. PAUL M. IGASAKI ON HIS APPOINTMENT AS VICE CHAIR TO THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION.

WHEREAS, Paul M. Igasaki was appointed to serve as Vice Chair of the U.S. Equal Employment Opportunity Commission in Washington, D.C. the first Asian American to

hold that position; and

WHEREAS, Paul M. Igasaki for three years prior to his appointment, was Executive Director of the Asian Law Caucus (ALC), a San Francisco-based civil rights legal organization; and

WHEREAS, Paul M. Igasaki prior to joining the ALC, worked on the California U.S. Senate campaign of Congressman Robert Matsui (D-CA). As Washington, D.C. Representative for the Japanese American Citizens League, he served as an advocate for a national civil rights organization working on issues such as the Civil Rights Act; and

WHEREAS, Paul M. Igasaki, in Chicago, was Mayor Harold Washington's liaison to Asian American communities providing support to the Mayor's Advisory Committee on Asian American Affairs and serving on the Mayor's Affirmative Action Council. He was the first Director of the Chicago Commission on Asian American affairs; and

THEREFORE, BE IT RESOLVED that the Human Rights Commission highly commends Paul M. Igasaki for his dedication and commitment to the Civil Rights Cause.

BE IT FURTHER RESOLVED, that the Commissioners and staff of the Human Rights Commission wishes Mr. Igasaki many years of success defending the Civil Rights of all people.

***Moved (Mayo)\Seconded (Daddio)\Passed unanimously in favor.

CALENDAR MATTERS

All committees meet in the 8th floor conference room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Wednesday, November 9, 1994 7:00 p.m.
EMPLOYMENT	Thursday, November 3, 1994 2:00 p.m.
ISSUES	Tuesday, October 25, 1994 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, October 18, 1994 5:30 P.M.

MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, October 20, 1994 5:30 p.m.
YOUTH AND EDUCATION	Thursday, October 20, 1994 3:30 p.m.

ADJOURNMENT

Commissioner Abrahamson adjourned the meeting at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING AND SPECIAL HEARING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
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REGULAR MEETING AGENDA

THURSDAY, OCTOBER 27, 1994

4:30 P.M.

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of September 22, 1994.

3. GENERAL COMMUNICATIONS

4. VISITORS/ COMMENTS FROM THE PUBLIC*

5. REPORT OF THE CHAIR

   (a) Report on CAHRO (California Association of Human Rights Organizations) Annual Meeting and Award to Commissioner Mary Gomez Daddio.

6. REPORT OF THE DIRECTOR

7. COMMITTEE REPORTS

   (a) Issues Committee
   Commissioner May P. Jaber, Chair
   Commissioner Calvin Louie, Vice Chair
   Ed Ilumin, Committee Staff

   (1) Committee Report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, November 22, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(b) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

(2) Certification Backlog Report.

(3) Certification Denial Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, November 17, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner James Haskell Mayo, II., Vice Chair
Frank Anderson, Committee Staff

(1) No Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, November 3, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(d) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, II, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 17, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval of letter to Japanese American Citizens League commending their stand on same-sex marriage.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, November 15, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. CALENDAR MATTERS

(a) Cancellation of November 24, 1994 Commission meeting.

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT REGULAR MEETING:
THURSDAY, NOVEMBER 10, 1994

W:\GPR\AGENDA.HRC\OCT27.94

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

SPECIAL HEARING AGENDA

THURSDAY, OCTOBER 27, 1994
5:30 P.M. TIME CERTAIN

1. Public Testimony and Presentation by Will Schutte, Vice President/General Manager, KFRC.

2. Public Testimony and Presentation by Community Groups.

3. Consideration of options to curtail the racial and stereotyical paradimes from the morning show of KFRC.

4. Adjourment.

(415)252-2500 • 25 Van Ness Avenue, Ste. 800, San Francisco, CA 94102-6033 • FAX (415)431-5764 • TDD (415)252-2550

HUMAN RIGHTS COMMISSION

October 27, 1994

The Minutes of this meeting are missing.

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Office of Dispute Resolution

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

EXECUTIVE COMMITTEE MEETING

WEDNESDAY, NOVEMBER 9, 1994

7:00 P.M.- 9:00 P.M.

25 VAN NESS AVENUE
EIGHTH FLOOR CONFERENCE ROOM
SAN FRANCISCO, CALIFORNIA 94102

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AGENDA

1. Discussion of HRC reorganization plan.

2. Discussion of developing an HRC Plan of Action and establishing HRC Priorities.

City and County of San Francisco

Human Rights Commission

Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

REGULAR MEETING

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

THURSDAY, NOVEMBER 10, 1994
4:30 P.M.

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AGENDA

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Gloria R. Davis
Commissioner Katheryn M. Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of September 22, 1994.

3. GENERAL COMMUNICATIONS

4. VISITORS*

5. REPORT OF THE CHAIR

   (a) Appointment of Nominating Committee.

   (b) Approval of Recommendation, resulting from 10/27/94 Task Force Hearing, receiving testimony from KFRC and the community on recent events regarding radio station KFRC, addressing KFRC General Manager meeting with community groups.

   (c) Executive Committee meeting of November 9, 1994.

   (d) Report on CAHRO (California Association of Human Rights Organizations) Annual Meeting and Award to Commissioner Mary Gomez Daddio.

6. REPORT OF THE DIRECTOR

7. COMMITTEE REPORTS

   (a) Issues Committee
   Commissioner May P. Jaber, Chair
   Commissioner Calvin Louie, Vice Chair
   Ed Ilumin, Committee Staff

   (1) Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, November 22, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

(b) MBE/WBE/LBE Advisory Committee

Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

(2) Certification Backlog Report.

(3) Certification Denial Report.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, November 17, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(c) Employment Committee

Commissioner Sharon Gadberry, Chair
Commissioner James Haskell Mayo, II., Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, December 1, 1994, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(d) Youth and Education Committee

Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, November 17, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

(2) Approval of letter to Japanese American Citizens League commending their stand on same-sex marriage.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, November 15, 1994, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

8. UNFINISHED BUSINESS

9. NEW BUSINESS

10. CALENDAR MATTERS

(a) Cancellation of November 24, 1994 Commission meeting.

(b) Cancellation of December 22, 1994 Commission meeting.

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, DECEMBER 08, 1994

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, NOVEMBER 10, 1994.

NEXT MEETING

DATE: December 8, 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue
8th Floor Conference Room
San Francisco, CA 94102

Commission Chair Lucille Abrahamson called the meeting to order at 4:50 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Connie Bear King; Katheryn Fong; Sharon Gadberry; Jeanette Lazam; Calvin Y. Louie; and James Mayo.

Excused: Gloria Davis, May P. Jaber and Resa Peay-Wainwright.

HRC Staff

Present: Frank Anderson, Acting Director; Larry Brinkin, Brian Cheu, Maria Cordero, Jacquie Hale, Jim Martin, Nat Mason, and Gail Roberts.

Guests:

Randy Burns, Indian Center of all Nations; Sara Campos, Lawyer's Committee for Civil Rights; Lori Giorgi, City Attorney's Office; and Millard Larkin II, Mayor's High-Risk Youth Employment.

APPROVAL OF MINUTES

***Moved (Mayo)\Seconded (Gadberry)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of October 13, 1994.

VISITORS

Sara Campos, Staff Attorney of the Lawyers' Committee for Civil Rights reported on the aftermath of the passage of Proposition 187 "Save our State" initiative, their office was successful in obtaining a temporary restraining order. Ms. Campos observed that there is a good deal of hysteria and fearful people in the community. The Lawyers' Committee is working with community organizations to assure the community that individuals will not be reported if they seek medical assistance, and that they should still send their children to school. Ms. Campos requested that the Human Rights Commission communicate to the Mayor and City government to make a statement regarding Proposition 187.

Commissioner Abrahamson stated that the Commission discussed the same issue at their Executive Committee meeting and approved the following suggested statement to the Mayor:

"As we all know, Proposition 187 was passed by the voters of this State in last Tuesday's election. This Proposition has immeasurable consequences that will affect our City and State.

I am advised by our City Attorney that Proposition 187 may not be legally enforceable. I am also advised by our Human Rights Commission that premature enforcement could lead to confusion and irreparable hurt to residents of our City.

As Mayor of this great City, I am charged with carrying out all the laws of this City and State. I honor this responsibility by making sure that our enforcement is based upon clear guidelines.

I also cherish the great diversity of people in our City. And it is out of respect for our diversity that I must wait until there are clear guidelines from our Courts and other State agencies before implementing Proposition 187. Therefore, as Mayor, I will not be acting upon Proposition 187 unless and until clearer guidelines about its enforcement and constitutionality are provided. I will ask our Police Department and other City agencies to do the same so that we act in concert and clarity."

Ms. Campos related that an HRC staff person investigates discrimination complaints. She was aware of landlords who had asked their tenants for immigration "green cards". The Commission addressed this issue several months ago. Proposition 187 will fuel this type of behavior. Ms. Campos requested that HRC staff be available to respond to calls and provide the proper referral.

Answering a question from Commissioner Gadberry, Ms. Campos gave examples of two complaints received; (1) referred to a landlord in San Francisco; and (2) a guard in a South Bay school told youth: "you F... Mexicans don't belong here anymore." The Lawyers' Committee is investigating these complaints, as well as another issue in a health clinic.
Commissioner Mayo observed that the Human Rights Commission should conduct forums. He inquired of Sara Campos whether or not the Lawyers' Committee would be interested in being a part of the planning process for the forums.

Commissioner Gadberry, relating that this issue will undoutedly come before the Commission several times, proposedn assigning this issue to a committee.

Commissioner Abrahamson established a Task Force; Commissioner Mayo (Chair); Commissioner Bear King; and Commissioner Gadberry.

***Moved (Gadberry)\Seconded (Mayo)\Passed unanimously to approve the Task Force.

REPORT OF THE CHAIR

(a) Appointment of Nominating Committee

Commissioner Abrahamson stated that the Commission's Rules and Regulations calls for the appointment of a nominating committee in November. The nominating committee reports to the Commission in December. The Commission holds its annual election at the first meeting in January. The Chair is automatically a member of the nominating committee. Commissioner Abrahamson asked Commissioner Calvin Louie and Commissioner Jeanette Lazam to be members of the Committee. They will meet immediately following tonight's meeting.

(b) Approval of Recommendations resulting from 10/27/94 Task Force Hearing, receiving testimony from KFRC and the Community on recent meetings with community groups. Commissioner Abrahamson presented the following text for approval:

REPORT FROM TASK FORCE ON RECENT MEDIA EVENTS

A special Task Force on Recent Media Events held a public hearing at the Commission's office on October 27, 1994. The purpose of the hearing was to receive public testimony concerning the airing of a taped, musical-rap parody entitled "Ito-Ito" by the radio station KFRC (610 AM and 99.7FM). Present, on behalf of the Commission, were Commissioners Abrahamson, Daddio, Davis, Louie and Peay-Wainwright.

Testimony was received from various community groups and their representatives, including JACL (Japanese American Citizens League), AABA (Asian American Bar Association), GLAAD/SFBA (Gay/Lesbian Alliance Against Discrimination, San Francisco Bay Area Chapter), CAA (Chinese for Affirmative Action), Transgender Services Coalition, Transgender Task Force, the Intergroup Clearinghouse, the General Manager of KRFC HRC staff and other individuals. (see attached list of attendees).

In addition to public testimony, the Task Force heard and reviewed a taped copy of the "Ito-Ito" parody, which was aired on KFRC's morning show approximately six (6) times during the weeks beginning September 26th and October 3rd, 1994.

The General Manager of KFRC has publicly apologized for the airing of this parody and for the "poor judgment" in permitting other staff to continue its play after he had reviewed the parody. It is the Station's official, public position that the parody was "inappropriate". KFRC terminated the airing after receiving more complaints and a letter by a listener in Berkeley.

Nevertheless, the general criticism by those community groups and individuals in attendance is that KFRC is not and has not taken enough steps to prevent such offensive materials from airing. Such criticisms include:

1. A lack of follow-through with the ideas previously negotiated by HRC last May, 1994 with KFRC, including on-going meeting with various community groups, including Asian, Gay/Lesbian and other ethnic groups.

2. A lack of effective, internal, management controls and disciplinary procedures to prevent such productions, including the permissive attitude given to the two on-air radio personalities responsible for the KFRC morning show;

3. A recent trend towards permitting racially offensive, sexist and anti-Gay/Lesbian programming by the KFRC morning show, a trend that may reflect the lack of a diverse management and senior production staff at KFRC;

4. A lack of training on race and gender for production personnel concerning the offensive nature of certain attempts at "humor" and how certain Bay Area people can be hurt or targeted for hurt as a result.

5. A lack of specific policies and actions that proves KFRC's sincerity in its apologies and its public commitment to diversity.

In response to these criticisms, KFRC has agreed to hold a series of meetings with those groups represented at this hearing. Those meetings are intended to discuss how the station may respond, and/or alter its current policies and procedures in order to curb offensive materials and promote diversity.

The Commission was requested by the community groups and individuals to do the following:

1. File a report to the Mayor and Board of Supervisors concerning these recent incidents with HRC's recommendations;

2. Strongly encourage KFRC to meet immediately and regularly with the various community groups in attendance;

3. Strongly recommend to KFRC that it adopt more precise policies and internal disciplinary and management procedures to curb such inappropriate, offensive materials;

4. Strongly recommend to KFRC that it engage in the training of its production and management staff as to the responsibility that the station has to the diverse communities of the San Francisco Bay Area. It was noted that there are numerous groups who can assist in this training of KRFC staff;

5. Encourage targeted groups and individuals to file complaints with the Federal Communications Commission (FCC) and to research what the FCC an do;

6. Hold a follow-up hearing to determine what KFRC has done regarding these recommendations and criticisms.

The Task Force on Recent Media Events hereby submits this report of its October 27, 1994 hearing to the Commission, attached herewith relevant correspondence and recent news articles. The Task Force specifically recommends that the Commission adopt the above requested actions and any other actions it deems appropriate.

***Moved (Mayo)\Seconded (Gadberry)\Unanimously approved the above recommendations.

(c) Executive Committee meeting of November 9, 1994.

Commissioner Abrahamson presented the following synopsis of target issues discussed at the Executive Meeting of November 9, 1994.

RE-ACTIVE	PRO-ACTIVE	INTERNAL POLICIES
Employment & inner tensions	Reduce Tensions in City, Activate resources.	Staff restructuring - Role model for structure
CBO's unraveling	Be visible to retrieve views/information.	
Proliferation of categories of people - protected and unprotected.	Recruit Native Americans for MBE/WBE/LBE & Employment and Education	
	Disabled Veterans Business	
	Incarceration of Black/Hispanic	
	Transgender Report	
	Reduce Violence in Schools	

SYSTEMS	PROGRAMS
Streamline timeframe for certifications	Increase number of certifications M/WBEs
Timeframe for CAAP recommendations	CAAP's 27 recommendations
Local Hiring System	Increase visibility of HRC by quarterly reports.
Fair Housing Plan	Communicate or meet with other Commissions roundtable exchange - exchange FACT SHEETS.

MIS tracking efficiency	Monitor Affirmative Action in employment in City. Coordinate government job resources
Revenue Generating Budget	Getting more contracts to M/WBEs Base closures - MWBE/Employment
Committee Systems • membership • tasks • terms • quality of committees	Youth Forum Coordinate sharing of youth resources Reemployment Consortium

(d) Report on CAHRO (California Association of Human Rights Organization)Annual Meeting and Award to Commissioner Mary Gomez Daddio.

Commissioner Daddio reported that, together with Director Lee they became formal members of CAHRO. Director Lee was elected to the Board of Director for CAHRO. One of the major undertaking is to coordinate activities in various issues of human rights organizations in cities and counties to perhaps present a united front on similar issues. There was a training in cross-cultural mediation.

Commissioner Abrahamson congratulated Commissioner Daddio for receiving the award.

Commissioner Abrahamson reported that Commissioner Davis was instrumental in the opening celebration of the Thurgood Marshall Academic High School on November 5, 1994. The event was well attended and well received. Commissioner Davis also organized a public information meeting on Proposition 187 held at Lowell High School on November 1, 1994.

REPORT FROM THE DIRECTOR

Acting Director Frank Anderson stated that because Mr. Lee met with the Commissioners last night and discussed his views and concerns, here is no report tonight.

Mr. Anderson announced that the Office will be closed Friday, November 11, 1994, being a legal holiday.

COMMITTEE REPORTS

(a) Issues Committee

Commissioner Louie reported that the Issues Committee met on November 2, 1994 and discussed the following report and recommendations:

PROGRESS REPORT BY ISSUES COMMITTEE CONCERNING THE OVERINCARCERATION OF AFRICAN-AMERICANS IN OUR CITY AND COUNTY JAILS

The Issues Committee met on November 2, 1994 to review and discuss recommendations from the Commission's public hearing (January 27, 1994) on Race and Incarceration. In recognition of the complexity and importance of this issue, the Committee has made it a continuous agenda item in order to promote continued focus and attention to this matter. Indeed, race and incarceration have remained in the public eye as a significant issue for the past several years.

The Committee is currently engaged in the production of a more detailed report which will place greater emphasis on specific directions and solutions to the over incarceration of Blacks in our jails. While this effort continues, the Committee believes that it is timely and critical to point the general direction of its analysis. This will serve as a progress report of to study to date.

Attached are the various recommendations made to the Commission at its public hearing last January 27, 1994. These submittal and testimonies verify numerous statistics on our jail population. They also suggest some workable programs that have succeeded as well as support for programs that have worked in other jurisdictions.

1. There is generally solid support for the creation and implementation of a Drug Court in order to appropriately recognize the limitations in the current criminal justice system. There is further support for more treatment programs that can effectively curtail drug dependency and, thereby halt the cycle of recidivism.

2. More, well-managed work furlough programs are necessary to make offenders productive, with appropriate incentives to get relief from incarceration. There is general recognition that work can induce varying degrees of self respect...a necessary ingredient towards the building of a productive life and direction.

3. An overall general priority must be given to rehabilitation of our prison population. These rehab programs should be well-managed and diverse in its targeted beneficiaries.

4. A system-wide review of pre-trial incarceration needs to be done immediately. Too many incarcerants have lost jobs, family and support systems because of the over-incarceration of arrestees, awaiting an all-too delayed trial system.

The above recommendations are summaries of ideas and views presented to the Commission. One particular observation which the Commission cannot overemphasize, is that OUR PUBLIC AND OUR CRIMINAL JUDICIAL SYSTEM'S FOCUS ON INCARCERATION ARE EXTREMELY SHORT-SIGHTED AS TO CRIME PREVENTION. We are convinced by all available statistics and verifiable prison trends that unless we re-order our priorities away from incarceration and towards rehabilitation, we, as a society, will suffer further. It appears very clear to us that crime has grown in partnership with a zealous incarceration scheme. Rather than deter, incarceration has become the cavity for hosting and nurturing the criminal element. We must move immediately and significantly to change this.

The Committee hereby recommends to the Commission that it adopt these recommendations and forwards it to the Mayor and Board of Supervisors for further consideration as our Commission's interim report.

ADDENDA TO THE RECOMMENDATIONS, FROM JILL TREGOR, DIRECTOR INTERGROUP CLEARINGHOUSE:

- Acknowledge the new report from the Center on Juvenile and Criminal Justice that says that, two years after their last report things are only worse.

- Explain #4 better, making it item #1., with the following wording: Most people in San Francisco jails are awaiting trial, and though bail has been set, they cannot afford it. This is a primary factor in the overrepresentation of both Latinos and African American in the jails. While they are there, too many incarcerants have lost jobs, family and support systems that could have been maintained otherwise.

Answering a question from Commissioner Gadberry, Commissioner Louie stated that these recommendations will be forwarded to the Mayor for consideration. Commissioner Daddio added that the issue is an on-going study. Other departments are asked to join into implementation of recommendations such as Education and Health.

Commissioner Mayo asked that after recidivism be added "and school drop out rate."

Commissioner Gadberry commended the drug court recommendation. Commissioner Mayo stated that the drug court has great success rate in Baltimore since 1989. They separate drug offenders from the rest of the offenders and seek drug rehabilitation.

***Moved (Louie)\Seconded (Fong)\Unanimously approved to submit those recommendations to the Mayor.

MBE/WBE/LBE Committee Report

Commissioner Daddio stated that the Committee had not met. Several task forces are meeting to discuss different issues and there is also on-going certification reports from Jacquie Hale. Ms. Hale reported that there was a Task Force on Certification formed at the October 20, 1994 meeting. The Brokers and Suppliers Task Force is planning recommendations for the next meeting. Their goal is to provide guidelines before the City Hall project is awarded in December. A report was presented on State Bill AB 340 which makes it a misdemeanor to defraud the government regarding using minorities in their contracts and not going through with the contract. Ms. Hale was also asked to investigate AB 939 regarding the certification program; however, this bill was vetoed. The Committee also discussed the Small Business Administration Affirmative Action Program; and discussed the "One drop of Blood" article.

Certification Backlog Report: 23 applications were completed; while 3 are awaiting clerical work.

Employment Committee Report

Commissioner Gadberry stated that a very detailed presentation was given to the Employment Committee on the "One Drop of Blood" article by Henry Der, Chinese for Affirmative Action.

Commissioner Mayo reported that Henry Der advised the Committee that there are a lot of people who would prefer to be identified as they perceived themselves ethnically; however, block grants and matching funds are based solely on the population of those ethnic backgrounds. There are other implications related to housing patterns, jobs, and other areas of human activities. Mr. Der believes that other ethnic backgrounds would be added to the ethnic classifications used by the Census Bureau.

Commissioner Gadberry stated that there were several issues that the Committee is discussing. What sort of policy would they recommend? What about multi-racial people? How would they be classified? Also, Commissioner Gadverry advised that

Improvement and Professional Development staff who also made presentations: Simone Dorman, 9-12 History/Social Science/English, Essie Fanning, Department of Integration, and Jonetta Leek, K-8 History/Social Science. The presentation was divided into components, addressing the three issues raised by the Committee in their invitation to Deputy Superintendent Linda Davis: 1. multicultural awareness and appreciation of diversity, 2. teacher training and the achievement of all students, and 3. appropriateness of instructinal materials for a diverse population. Dr. Tom and his colleagues described several new programs including a ninth grade pilot project at Mission High School where students learn to appreciate others by working together and where different learning styles are respected. The Center for Applied Cultural Studies and Education Achievement, sponsored by the California State University System and the California State Department of Education, focuses on the achievement of educational excellence in the African American community. Commissioner Davis announced the Parents Public Information Meeting on Proposition 187, hosted by the School District and the PTA, at 7:00 PM on November 1, 1994, at Lowell High School. Two speakers in favor and five in opposition were invited to participate. Commissioner Davis announced the dedication of Thurgood Marshall Academic High School on November 5, 1994. Mrs. Thurgood Marshall will be participating. The Balanced Media Task will be meeting at 3:30 PM on Wednesday, November 16, 1994. English Language Arts Department Chairs and journalism teachers in the high schools have been invited to participate in this meeting. Planning for the Youth Summit is resuming after the November 8th election. The November 17, 1994 meeting will hear presentations by Fred Jordan, the just fired Chief Probation Officer, Juvenile Court, on Juvenile Justice issues and by Don Tooner, Principal, Woodside Learning Center on Educational issues at the Youth Guidance Center; consider to action on a Resolution re: Juvenile Justice issues and the role of the HRC; and receive an update on planning for the Youth Summit.

Lesbian Gay Bisexual Transgender Advisory Committee

Commissioner Lazam called upon staff member Brian Cheu for the Committee Report.

Mr. Cheu reported that at the Tuesday, November 15, 1994 meeting of the Committee, the issue of immigration and Lesbian Gay Bisexual Transgender issues will be discussed. Ignasius Bau from the Lawyers' Committee for Civil Rights will make the presentation. Shannon Minter, staff attorney for the National Centerl for Lesbian Rights, and the Lesbian/Gay Immigration and Asylum Task Force, will also make a presentation. There are difficult issues regarding asylum and repression at other countries because of their sex orientation. Also when a partner is from another country, they cannot ask to bring their partner because they have no legal rights for petition. The January, February and March meetings will address for youth issues and the

Religious Right. The Transgender Task Force is continuing to meet together with Supervisor Hallinan to review the Transgender legislation. There will be a hearing at the Board of Supervisors on December 6, 1994.

Approval of Letter to Japanese American Citizens League commending their stand on same-sex marriages.

***Moved (Gadberry)\Seconded (Mayo)\passed unanimously to send the letter to the Japanese American Citizens League.

UNFINISHED BUSINESS

Commissioner Abrahamson stated that the Board of Supervisors adopted a resolution urging the Human Rights Commission to establish a Task Force on Native American Issues that will frame issues, conduct a large scale public hearing, draft findings and recommendations and publish a report of the hearing. Mr. Randy Burns requested time to speak regarding this issue.

Randy Burns, Indian Center of All Nations, reported that on November 14, 1994, Supervisor Willie Kennedy held a hearing to discuss issues such as homelessness, housing, social services, and employment. The hearing was well attended. It actually ran out of time because not all speakers were able to make a presentations. As a result of this hearing, the resolution was approved, and Mr. Burns is urging the HRC to make this committee part of the American Indian Business Task Force or to create another to address solely American Indian issues.

Commissioner Abrahamson requested Commissioner Bear King to have the American Indian Task Force take responsibility to address all the issues addressed at the hearing.

***Moved (Bear King)\Seconded (Mayo)\Passed unanimously to consolidate the American Indian Task Force to include all aspects in the American Indian community.

NEW BUSINESS

Commissioner Abrahamson presented the following resolution for approval:

RESOLUTION ADDRESSING THE POTENTIAL LOSS OF YOUTH NEWSPAPER CARRIER POSITIONS WITH THE SAN FRANCISCO NEWSPAPER AGENCY

WHEREAS, the San Francisco Chronicle and the San Francisco Examiner newspapers and the labor unions representing their employees were engaged in a strike action; and

WHEREAS, a major issue in the strike was the attempt by management to terminate the employment of approximately 900 youth newspaper carriers; and

WHEREAS, the San Francisco Chronicle and the San Francisco Examiner, through their business arm the San Francisco Newspaper Agency, are one of the largest employers of youth in San Francisco; and

WHEREAS, the money earned by youth carriers contributes significantly to their household income; and

WHEREAS, a Court injunction has bared the San Francisco Newspaper Agency from firing approximately 400 youth, the first group of youth carriers targeted for termination; and

WHEREAS, the San Francisco Youth Employment Coalition of the San Francisco Delinquency Prevention Commission actively supports the retention of youth carriers by the San Francisco Newspaper Agency and has publicly demonstrated that support; and

WHEREAS, the youth carriers and the young people who would follow them as newspaper carriers in San Francisco are in need of community support; and

WHEREAS, the Mayor of San Francisco, the Honorable Frank Jordan, acted as a mediator in the resolution of the newspaper strike;

NOW, THEREFORE, BE IT RESOLVED, that the Human Rights Commission, at its regular meeting of December 8, 1994, respectfully requests that the Mayor of San Francisco, the Honorable Frank Jordan, use his good offices to promote the retention of youth carriers; and

FURTHER, BE IT RESOLVED, that the Human Rights Commission urges the San Francisco Newspaper Agency to rescind its decision to terminate youth carriers; and

STILL FURTHER, BE IT RESOLVED, that the Human Rights Commission calls upon San Franciscans to support actively gainful employment of young people and the retention of existing youth jobs.

This resolution was tabled and referred to the Employment Committee.

CALENDAR MATTERS

All committees meet in the 8th floor Conference Room at 25 Van Ness Avenue unless

otherwise noted.

EXECUTIVE	Thursday, December 8, 1994 3:30 p.m.
EMPLOYMENT	Thursday, February 2, 1995 2:00 p.m.
ISSUES	Tuesday, December 27, 1994 5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, January 17, 1995 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, December 15, 1994 5:30 p.m.
YOUTH AND EDUCATION	Thursday, December 15, 1994 3:30 p.m.

ADJOURNMENT

Acting Director Frank Anderson requested that the meeting be adjourned in memory of Mr. Brandy Moore who served in various capacities with the HRC. He was an advocate to bridge tensions between the Lesbian, Gay and African American community. Commissioner Abrahamson adjourned the meeting in memory of Mr. Brandy Moore at 6:30 p.m.

Respectfully Submitted,

Frank Anderson
Acting Director
By: Maria Cordero
Senior Clerk Typist

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City and County of San Francisco

Human Rights Commission
Office of Minority/Women Business Enterprise
Office of Contract Compliance
Office of Dispute Resolution

Edwin M. Lee
Director

HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO

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Accessible MUNI Metro station in the Van Ness Station.
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EXECUTIVE COMMITTEE MEETING

THURSDAY, DECEMBER 08, 1994

3:30 P.M.

AGENDA

1. Budget Update:
   a. Economic forecast resulting from national and local election.

2. Agenda items for Commission meetings.

3. Follow up to plans for streamlining agency.

REGULAR MEETING

THURSDAY, DECEMBER 08, 1994

4:30 P.M.

ROSTER

Chair - Lucille Abrahamson
Vice Chair - Mary Gomez Daddio
Commissioner Connie Bear King
Commissioner Gloria R. Davis
Commissioner Katheryn Fong
Commissioner Sharon Gadberry
Commissioner May P. Jaber
Commissioner Jeanette Lazam
Commissioner Calvin Y. Louie
Commissioner James Haskell Mayo, II
Commissioner Resa Peay-Wainwright

AGENDA

ORDER OF BUSINESS

1. ROLL CALL

2. APPROVAL OF MINUTES

   (a) Regular meeting of November 10, 1994.

3. GENERAL COMMUNICATIONS

4. REPORT OF THE CHAIR

   (a) Report on December 8, 1994 meeting of the Executive Committee.

   (b) Report of the Nominating Committee.

5. REPORT OF THE DIRECTOR

   (a) Report on Proposition 187: Save Our State Initiative.

6. COMMITTEE REPORTS

(a) MBE/WBE/LBE Advisory Committee
Commissioner Resa Peay-Wainwright, Chair
Commissioner Mary Gomez Daddio, Vice Chair
Jacquie Hale, Committee Staff

(1) Committee report.

(2) Certification Backlog Report.

(3) Certification Denial Report.

(4) Recommendation to Amend MBE/WBE/LBE Ordinance Rules and Regulations to Add Definitions of Brokers and Suppliers Related to Construction Subcontractors.

(5) Preliminary FY 1993-94 MBE/WBE Prime Contract Participation.

NOTE: *The next meeting of the MBE/WBE/LBE Advisory Committee will be held on Thursday, December 15, 1994, at 5:30 P.M. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(b) Employment Committee
Commissioner Sharon Gadberry, Chair
Commissioner James Haskell Mayo, II., Vice Chair
Frank Anderson, Committee Staff

(1) Committee Report.

(2) Architecture and Engineering Consulting Contracts at San Francisco Airport: Affirmative Action Employment Program - Panetta Scott, HRC Representative.

(3) "The Unfinished Agenda" - Status Report: Jim Martin, CAAP Coordinator.

(4) Newspaper Youth Carriers Employment Issue.

(5) Resolution: Acknowledgement of Eunice Elton's distinguished public service career upon her retirement.

NOTE: *The next meeting of the Employment Committee will be held on Thursday, February 2, 1995, at 2:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA. 94102.*

(c) Youth and Education Committee
Commissioner Gloria R. Davis, Chair
Commissioner Katheryn M. Fong, Vice Chair
Gail P. Roberts, Committee Staff

(1) Approval for circulation to print media of "Story at 11: Youth on the News" by Ashley Ciment.

(2) Committee Report.

NOTE: *The next meeting of the Youth and Education Committee will be held on Thursday, December 15, 1994, at 3:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(d) Lesbian Gay Bisexual Transgender Advisory Committee
Commissioner Jeanette Lazam, Chair
Larry Brinkin, Committee Staff

(1) Committee Report.

NOTE: *The next meeting of the Lesbian Gay Bisexual Transgender Advisory Committee will be held on Tuesday, January 17, 1995, at 5:30 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor Conference Room, San Francisco, CA 94102.*

(e) Issues Committee
Commissioner May P. Jaber, Chair
Commissioner Calvin Louie, Vice Chair
Don Hesse, Committee Staff

(1) No Committee report.

NOTE: *The next meeting of the Issues Committee will be held on Tuesday, December 27, 1994, at 5:00 p.m. at the Human Rights Commission offices, 25 Van Ness Avenue, Eighth Floor San Francisco, CA 94102.*

7. UNFINISHED BUSINESS

8. NEW BUSINESS

9. CALENDAR MATTERS

10. VISITORS*

11. ADJOURNMENT

** NOTE: Speakers wishing to provide comments are requested to fill out speaker cards and will be called upon by the Chair. Speakers should keep their remarks short - preferably no longer than three minutes. At the discretion of the Chair, public comment may be heard during the Commission's discussion of agenda items.*

NEXT MEETING: THURSDAY, JANUARY 12, 1995

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HUMAN RIGHTS COMMISSION
CITY AND COUNTY OF SAN FRANCISCO
25 Van Ness Avenue, Eighth Floor
San Francisco, CA. 94102
(415) 252-2500
TDD: (415) 252-2550

MINUTES OF THE COMMISSION MEETING OF THURSDAY, DECEMBER 8, 1994.

NEXT MEETING

DATE: January 12, 1994

TIME: 4:30 P.M.

PLACE: 25 Van Ness Avenue
8th Floor Conference Room
San Francisco, CA 94102

Commission Chair Lucille Abrahamson called the meeting to order at 4:50 p.m.

ROLL CALL

Commissioners

Present: Lucille Abrahamson, Chair; Mary Gomez Daddio, Vice-Chair; Connie Bear King; Gloria Davis; Katheryn Fong; Sharon Gadberry; May P. Jaber; Calvin Y. Louie; James Mayo and Resa Peay-Wainwright.

Excused: Jeanette Lazam.

HRC Staff

Present: Edwin M. Lee, Director; Larry Brinkin, Brian Cheu, Maria Cordero, Jacquie Hale, Jim Martin, Nat Mason, Gail P. Roberts, and Panetta Scott.

Guests:

James Abrahamson; Ignatius Bau, Lawyers Committee for Civil Rights; Lori Giorgi, City Attorney; Ronnie Kinnard; Calvin Martin; Margaret Morway, TARC; Karen Pi, GEOTUPO, Inc.; Shelley Elvira Salieri.

APPROVAL OF MINUTES

***Moved (Daddio)\Seconded (Peay-Wainwright)\Passed unanimously to adopt the minutes of the regular meeting of the Commission of November 10, 1994.

REPORT OF THE CHAIR

(a) Report on December 8, 1994 meeting of the Executive Committee.

Commissioner Abrahamson reported that the Commission is discussing pro-active ways and internal policies as well as Director Lee is looking into staff restructuring. The Commission will try to look at other Commissions to share the different programs they administer. The budget was also discussed. The Commission will try to meet early in the year as a Committee of the Whole.

(b) Report of the Nominating Committee

Commissioner Louie reported that the Committee made phone calls and their recommendations are as follows:

Nominated for Chair are:	Commissioner Mary Gomez Daddio
	Commissioner Jim Mayo
Nominated for Vice-Chair are:	Commissioner Sharon Gadberry
	Commissioner Resa Peay-Wainwright

Commissioner Abrahamson thanked the Nominating Committee and stated that, as always, nominations from the floor are accepted at the January meeting.

REPORT OF THE DIRECTOR

(a) Report on Proposition 187: Save Our State Initiative

Director Lee stated that the Commission had formed a task force in regards to Proposition 187 and its impact. He introduced Mr. Igansius Bau from the Lawyers' Committee for Civil Rights of the San Francisco Bay Area. Mr. Bau reported that, after Proposition 187 was approved in November 8, 1994, there were several lawsuits filed to stop its implementation. Currently, there are a cluster of local lawsuits and several lawsuits in federal court in Los Angeles. Both courts have issued orders blocking implementation of the provisions of Proposition 187, except the criminal provision which states that a person cannot use false documents to commit a crime. The day after the November general election, Governor Wilson issued Executive Order W-113-04, requiring

all State agencies to take no action and not to make changes until emergency regulations implementing Proposition 187 could be developed. Unfortunately, both the Governor and the media reported the Executive Order as an act immediately implementing Proposition 187. Since the Proposition's approval there have been several incidents, some with tragic consequences. Examples are a twelve year old boy in Anaheim and a woman in the Bay Area who voluntarily did not sought medical care and eventually died. Another unfortunate incident was a customer being asked by a McDonald's employee to see his "Green Card". Another person was told that "there was no more room on the bus for the 'wetback'". Mr. Bau stated that Proposition 187 have seen to given license to people to lash out and speak out as stereotypical racists. The Lawyer's Committee has sent out flyers to people letting them know that they should not fear retaliation for seeking medical help and enrolling in schools. Mr. Bau stated that the HRC has a long outstanding record of defending people's rights. He urged the HRC to link with other HRC's around California regarding Proposition 187. Mr. Bau observed that this is a moment in history when all human rights advocates should link to stop the harassment of immigrants. There are other areas in which he is concerned that services for people would be cut. He mentioned welfare reform and federally funded services such as AFDC, Food Stamps, SSI, School Nutrition Program; Medical Assistance; Small business loans; scholarships for schools; being proposed to be eliminated for all non-citizens. Anyone who is not a citizen would be targeted.

***Moved (Davis)\Seconded (Peay-Wainwright)\the following statement was approved unanimously.

MESSAGE FROM THE S.F. HUMAN RIGHTS COMMISSION ON PROPOSITION 187

It is evident that as a result of recent passage of the State Proposition 187, the so-called "Save Our State" initiative, there has been an increase in racial tensions, fear, confusion and anger in many of our communities. The San Francisco Human Rights Commission has received numerous calls from tenants, landlords, business owners, employers and residents as to their rights to on going public and private services, as well as their fears of reprisal from other members of the public. It is clear to us that dangerous social divisions are beginning to appear and be more pronounced.

The Commission has joined Mayor Frank Jordan in his official pronouncement that the City of San Francisco will not enforce Proposition 187 unless and until its constitutionality is clarified by our courts. This means that no one should fear being denied emergency medical services, police protection, public schooling or housing due to their immigration status. A copy of Mayor Jordan's pronouncement is attached.

The Commission also reaffirms its enforcement of our "City of Refuge" Ordinance

which does not permit any City official or City employee to perform the work of the U.S. Immigration and Naturalization Service (INS).

It is the mission of the Human Rights Commission to assure the residents of San Francisco that you can live and work here without fear and that you will not be discriminated against due to your race, national origin, gender and sexual orientation. Our City is committed to the following:

- The Department of Public Health will continue to provide daily and emergency medical services regardless of immigration status;
- The S.F. Police Department will continue to provide police assistance and services regardless of immigration status;
- The S.F. Unified School District will continue to enroll and teach all resident students regardless of immigration status;
- The Human Rights Commission will continue to enforce all local laws, including housing laws which prohibits discrimination based upon immigration status.

WE WANT TO HEAR FROM YOU IF YOU HAVE SUFFERED DISCRIMINATION DUE TO THIS STATE LAW. YOUR IDENTITY WILL BE PROTECTED SHOULD YOU FEAR RETALIATION FOR REPORTING INCIDENTS TO THE HRC.

For further information, please call Don Hesse at the HRC (415) 252-2505.

Commissioner Abrahamson requested that the issue about welfare reform be discussed at the Issues Committee meeting and be reported back to the Commission.

COMMITTEE REPORTS

(a) MBE/WBE/LBE Advisory Committee

Commissioner Peay-Wainwright called upon Jacquie Hale for the Committee Report.

Ms. Hale noted that the proposed change would affect only construction subcontracts, and would bring the City into conformance with existing State law. The proposed rule change would mean that in calculating whether or not prime/general contractors have met stated MBE or WBE goals in subcontracting, the participation of brokers would be counted at 5% and the participation of suppliers would be counted at

60% of the total amount of their respective subcontracts. Brokers and suppliers would also be specifically defined. She noted that the Committee had unanimously approved the recommendation, after the opportunity for public comment had been offered at two Committee meetings held over a three month period.

**Moved (Daddio)\Seconded (Peay-Wainwright)\passed unanimously to amend the MBE/WBE/LBE Ordinance to add the definition of Brokers and Suppliers.

Preliminary FY 1993-94 MBE/WBE Prime Contract Participation.

Ms. Hale reported that preliminary data on prime contracts only indicated that MBE/WBE participation had increased since last year, with a total of $57.5 million awarded to MBEs and $20.8 million awarded to WBEs. She noted that data on joint ventures and subcontracts was still being collected, and that a full report would be presented in the annual Progress Report.

Commissioner Louie stated that the last fiscal year dollar participation went up but the percentage of MBE participation went down, he would like to receive reports quarterly so that they will be able to monitor this issue.

Certification Backlog Report

Ms. Hale reported that some progress had been made, that approximately 50% of the backlog had been eliminated and that an additional 33 applications were awaiting clerical work.

(b) Employment Committee

Architecture and Engineering Consulting Contracts at San Francisco Airport: Affirmative Action Employment Program - Panetta Scott, HRC.

Commissioner Gadberry introduced Ms. Panetta Scott.

Ms. Scott presented the Commission with a complete report on the Affirmative Action requirements at the Airport. The purpose of the report is on employment with minority and women participation as it relates to employment goals by the prime and sub-consultants. The report covers Architects and Engineers who received contracts awarded of $10,000 or more at the S.F. Airport. The workforce reports the period of January 1, 1994 through June 30, 1994. One of the HRC requirements is that a workforce is submitted by the awarded business, twice a year, each year of the contract. In this report six contracts are counted. In order to reach employment goals, the HRC aids the contractors using City College as a resource. The HRC has been able to increase

participation in all areas, including ethnicity and gender. 40% of the categories show minority, 57% have women participation, 17% show zero minority participation and 13% show zero participation for women. The second part of the report show a review of the positions.

Answering a question from Commissioner Davis, Ms. Scott stated that the vacant positions show an anticipated vacancy in the field. Some companies have been awarded a contract which is not in effect as yet. Some companies have began the process but are not in the position to accept any trainees as yet. Ms. Scott has negotiated the unfilled positions already, and since the production of the report she has filled some of the vacancies which showed unfilled.

Anwering a question from Commissioner Gadberry, Ms. Scott stated that increase of African American participation is significant (57%) because they were underutilized and they were target for hiring. Another underutilization is the Latino participation and they have also been targeted for hiring. Ms. Scott is doing a pro active recruitment for hispanic as well as african american females, the project is sufficient for non minority females. She is working with City College for placement. She has been getting good reports from the contractors regarding the trainees. She is using Community Based Organizations, City College as resources. Because the HRC is responsible for Architect and Engineers the report is solely based on them; however, she is also placing clerical positions, entry level, managerial and professional level jobs.

***Moved (Mayo)\Seconded (Peay-Wainwright)\unanimously in favor to approve the report.

"The Unfinished Agenda" - Status Report: Jim Martin, CAAP Coordinator.

Commissioner Gadberry introduced Mr. Jim Martin. She stated that this report is not for approval because it is a preliminary report on the status of the CAAP program.

Mr. Martin thanked Director Lee and the HRC staff for their guidance toward implementation of the report. For the past six months, Mr. Martin stated that he has attended several meetings with various department heads and with the community. The Mayor has giving him a broad range of issues. For instance, the Housing Authority was laying off 21 African American employees, however, these jobs were saved. Mr. Martin noted there are frequently alternatives to lay offs. This is something that the City should explore. Another issue is Geneva Towers with which he had the support of Ed Lee, Ted Dienstfrey and Tony Lincoln. The 27 recommendations from the CAAP report addressed the areas of job developments, business support and development, the development of cultural districts for African Americans, and housing affordability. In

the area of housing, he is working with other institutions to pursue guarantees that african americans can afford to buy a house. Also working toward experimental marketing for African American businesses.

Commissioner Gadberry thanked Mr. Martin and stated that Mr. Martin reports to a Task Force, the Commission and the Employment Committee.

Commissioner Mayo stated that Mr. Martin is also planning to include target dates for each project and is planning a because since there are six months left on his one year contract.

Commissioner Peay-Wainwright congratulated Mr. Martin for the work he has done is the first six months and hoped that Mr. Martin could make quarterly progress reports.

Newspaper Youth Carriers Employment Issue.

Commissioner Gadberry stated that the Committee voted unanimously to adopt a letter by Mayor Jordan on the Youth Carrier issue; however, Commissioner Gadberry related that she had just received a copy of a more recent and stronger letter from the Mayor on this issue.

***Moved (Gadberry)\Seconded (Daddio)\unanimously approved to support the Mayor's November 1994 letter regarding the newspaper youth carriers.

Resolution Honoring Eunice Elton on her retirement.

WHEREAS, Eunice Elton's tenure as president of the Private Industry Council of San Francisco, has symbolized outstanding achievement in the profession of human resource development, her announced retirement, though richly earned is a sad disappointment to the social causes and constituencies she has so diligently served; and

WHEREAS, Eunice Elton has been actively involved in the employment and training market place since 1962, the inception of the United States Manpower Development and Training Act. She skillfully managed the San Francisco Comprehensive Employment Training Act (CETA) Program, which was superseded by the Job Training Partnership Act (JTPA), and her early working years were principally with what was then the California Department of Employment;

WHEREAS, Eunice Elton as the President of the Private Industry Council (PIC) directs a staff managing $10,000,000 in employment and training funds from federal, state and local sources, contracting with approximately 60 training organizations and more than 200 employers;

WHEREAS, Eunice Elton and the Private Industry Council has worked cooperatively with the Human Rights Commission over the years to develop public policies, programs and opportunities for the betterment of the community, especially for socio-economic disadvantaged individuals; and

WHEREAS, Eunice Elton's spirit of advocacy and her sensitivity to disadvantaged workers has helped shape the diversified San Francisco Bay Area employment market place; advocating for equal opportunities for all persons, in an effort to eliminate and prevent discrimination in the work place; and

NOW, THEREFORE, BE IT RESOLVED that the San Francisco Human Rights Commission formally commends Eunice Elton on her retirement from the Private Industry Council, as her professional accomplishments have exemplified the highest standards of public service achievement; and

BE IT FURTHER RESOLVED, that the San Francisco Human Rights Commission gratefully acknowledges Eunice Elton's outstanding public service contributions. We sadly regret her departure, but wish her a happy retirement for a job well done.

***Moved (Gadberry)\Seconded (Peay-Wainwright)\Unanimously approved to adopt the resolution honoring Eunice Elton.

Youth and Education Committee

Commissioner Davis stated that the Youth and Education Committee has four new youth members, one whom is a youth representative on the Board of Education and a student at John O'Connell Technical Alternative High School. The Committee will hear presentations from Mr. Ed Flowers, Acting Chief Probation Officer, Juvenile Probation, and the Director of the Special Education Department at the December 17, 1994 meeting. The Committee heard a detailed report from Don Toomer, Principal of the Woodside Learning Center at its November meeting.

(1) Approval for circulation to print media of "Story at 11: Youth on the News" by Ashley Ciment.

***Moved (Davis)\Seconded (Mayo)\unanimously approved.

Director Lee reported that a copy of the newspaper column describing the good work of Commissioner Davis is in the correspondence file.

Lesbian Gay Bisexual Transgender Advisory Committee

Staff member Larry Brinkin stated that, at its the last meeting, the Committee heard a presentation from the San Francisco Gay Lesbian Immigration Task Force which reported on discriminatory marriage laws against same sex couples. Igansius Bau also made a presentation regarding Proposition 187. They are collecting affidavits regarding same sex couples' attempts to stay together, when one is a citizen and the other a non-citizen. Married couples are able to petition for their spouses, through the Immigration and Naturalization Service; whereas Lesbian Gay partners cannot. In other countries, there are more enlighten policies. For example, Canada has given fifty "compassionate visas" and in Australia, same sex partners are considered the same as heterosexual couples.

The Committee heard a report about a situation in Mississippi where a Gay man was murdered. The authorities refused to recognized it as a hate crime and arrested a young African American male on very dubious evidence. There may be some racism involved in the arrest as well. The defense attorney asked the judge to agree that the bodies of the two Gay man could be exhumed and examined for HIV. They also stated that, if they were HIV positive then the murder may be justifiable homicide.

Mr. Brinkin reported that the Government Efficiency and Labor Committee of the Board of Supervisors approved the legislation adding "gender identity" to the HRC ordinance. This issue will be heard by the full Board on Monday, December 12, 1994 at 2:00 p.m. The Committee meeting was adjourned in memory of Tim Kurbo, who was the domestic partner of fifteen years of Supervisor-elect Tom Ammiano, who died of AIDS five days before Mr. Ammiano's election. The Committee also adjourned in the memory of Pedro Zamora, an AIDS activists who had a program on MTV.

Commissioner Abrahamson congratulated the Transgender Task Force for their arduous work. This is a very good example of how following the process established by the HRC works to the benefit of everyone.

Director Lee stated that, additionally he would like to especially thank Shelley Elvira Salieri in her communications with the Board. Ms. Salieri thanked everyone and stated that she will continue the efforts for protection legislation.

Issues Committee

Commissioner Jaber thanked Commissioner Louie and Director Lee for finishing up the incarceration rate of African Americans report while she was on vacation.

UNFINISHED BUSINESS

Director Lee noted that the Commission heard a good deal of progress for the HRC such

as the MBE/WBE statistics increasing, the employment program at the Airport, the transgender legislation being enacted, and the recognition of Commissioner Davis. As the direct involvement of the Commission, KFRC's general manager Will Schutte acknowledged that the turn around of KFRC is as a direct result of meetings held with the HRC and community organizations. Director Lee presented a letter to General Manager Will Schutte for the Commission's approval.

***Moved (Peay-Wainwright)\Seconded (Daddio)\Unanimously in favor of sending the letter and thanking General Manager Will Schutte.

Director Lee requested approval of a letter to KRON, protesting the remarks said on the program "Frazier" in regards to Filipinos.

***Moved (Mayo)\Seconded (Daddio)\unanimously approved.

Director Lee stated that, after attending the CAHRO (California Association of Human Rights Organizations) meeting, he accepted the responsibility of hosting the 1995 CAHRO statewide conference. The date is targeted for October 11, 12, 13 and 14, 1995. The anticipated attendance is between 200-250. The Mayor's office is very supportive of HRC holding the event.

Commissioner Davis requested that a committee be established immediately. The committee was Commissioners Davis, Peay-Wainwright, and Daddio and the Friends of the HRC.

NEW BUSINESS

Commissioner Abrahamson appointed a Budget Committee: Commissioner Bear King, Commissioner Gadberry and Commissioner Louie.

Commissioner Bear King asked that the consolidation of the American Indian Business Development Task Force be discussed at the next Commission meeting.

VISITORS

Ronnie Kinnard thanked the Commissioners and stated that he wanted to speak in regards to Mr. Martin's presentation on the CAAP report. Because, Mr. Martin was not then present at this time, he withheld his questions.

Kenny Kinnard, PK Trucking stated that he is trying to rebuild his business and believes that the HRC is not helping him. He commented that the HRC is favoring one company and giving them 95% of the trucking business.

Commissioner Mayo stated that he believes that monthly meetings regarding truckers should be held on collective issues. He has heard complaints on impediments and barriers.

Mr. Kinnard stated that his business is "on the streets". He alleged that members of the truckers' co-op backed by the HRC took pictures of his trucks and reported him to the insurance company as "unsafe". Mr. Kinnard believes that he has been harassed.

Commissioner Mayo asked Mr. Kinnard, if he had a discrimination complaint, there are other procedures to follow; however, is he willing to attend a trucking consortium to address these barriers.

Director Lee stated that the HRC staff has been discussing the trucking issue. A new issue will be trucking de-regulation and its impact on the local trucking industry. Director Lee stated that truckers are usually hired by prime contractors. City departments do not have total control over who gets the trucking jobs; however, they can assist. Director Lee stated that Mr. Kinnard needs to also recognize the number of contracts that the HRC staff have helped him to receive. A series of meetings will be held regarding trucking deregulation. The HRC, however, cannot become involved in individual business disputes between Mr. Kinnard and the Truckers Co-Op. The Truckers Co-Op has made a presentation to the Commission before and they presented a number of members. The HRC can promote a meeting between Mr. Kinnard and the Co-Op, but the HRC cannot resolve individual disputes between them.

Mr. Kinnard stated that he will not attend a meeting with the Co-Op. According to Mr. Kinnard, he represents 85-90% of African American truckers.

CALENDAR MATTERS

The Committee of the Whole meets on Thursday, February 2, 1995, at Commissioner Abrahamson's house.

All committees meet in the 8th floor Conference Room at 25 Van Ness Avenue unless otherwise noted.

EXECUTIVE	Thursday, January 12, 1995 3:30 p.m.
EMPLOYMENT	Thursday, February 2, 1995 2:00 p.m.
ISSUES	Tuesday, January 24, 1995

	5:30 p.m.
LESBIAN GAY BISEXUAL TRANSGENDER ADVISORY	Tuesday, January 17, 1995 5:30 P.M.
MINORITY/WOMEN/LOCAL BUSINESS ADVISORY	Thursday, January 19, 1995 5:30 p.m.
YOUTH AND EDUCATION	Thursday, January 19, 1995 3:30 p.m.

ADJOURNMENT

Meeting adjourned by Commissioner Abrahamson at 6:30 p.m.

Respectfully Submitted,

Edwin M. Lee
Director
By: Maria Cordero
Senior Clerk Typist

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